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AUTHOR	Howe, Richard D.
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ABSTRACT

This document provides comparative salary trend data for full-time faculty at 307 public institutions and 490 private colleges and universities based on two surveys, one for the baseline year 1993-94 and the other for the trend year 1996-97. For each of the 27 disciplines, a summary includes a definition of the discipline; information on average salaries by rank; faculty mix percentages; and comparisons between the two study years and the Consumer Price Index. Appended to the review of each discipline are lists of the 53 disciplines surveyed and the public and private institutions that participated in that segment of the study. Data and summary details are provided for the following disciplines/major fields: Accounting; Administrative Assistant/Secretarial Science, General; Anthropology; Architecture and Related Programs; Area, Ethnic, and Cultural Studies; Art, General; Biological Sciences/Life Sciences; Business Management & Administrative Services; Business Administration and Management, General; Business/Managerial Economics; Chemistry, General; Communications; Computer and Information Services; Counselor Education/Student Counseling and Guidance; Curriculum and Instruction; Drama/Theater Arts, General; Economics, General; Education; Education Administration and Supervision, General; Education/Instructional Media/Technician; Engineering; Engineering-Related Technologies; English Language and Literature/Letters; Enterprise Management and Operation, General; Foreign Languages and Literatures; Geography; and Geology. (DB)

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ED 424 845

SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1993-94 AND 1996-97 IN THE FOLLOWING 27 ACADEMIC DISCIPLINES/MAJOR FIELDS:

Accounting; Administrative Assistant/Secretarial Science, General; Anthropology; Architecture and Related Programs; Area, Ethnic, and Cultural Studies; Art, General; Biological Sciences/Life Sciences; Business Management & Administrative Services; Business Administration and Management, General; Business/Managerial Economics; Chemistry, General; Communications; Computer and Information Services; Counselor Education/Student Counseling and Guidance; Curriculum and Instruction; Drama/Theater Arts, General; Economics, General; Education; Education Administration and Supervision, General; Education/Instructional Media/Technician; Engineering; Engineering-Related Technologies; English Language and Literature/Letters; Enterprise Management and Operation, General; Foreign Languages and Literatures; Geography; and, Geology

by

Richard D. Howe and Associates
Appalachian State University
Boone, North Carolina 28608

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1993-94 AND 1996-97 IN THE FOLLOWING 27 ACADEMIC DISCIPLINES/MAJOR FIELDS:

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by
Richard D. Howe and Associates
Appalachian State University
Boone, North Carolina 28608

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1996-97. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1993-94 and 1996-97 surveys were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields, 27 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 27 academic disciplines/major fields herein present a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97 for both public and private participating institutions. Of the 307 public institutions which participated in CUPA's public survey of 1993-94, 248 also participated in the 1996-97 survey. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's private survey of 1993-94, 327 also participated in the 1996-97 survey. Data from those same 327 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 27 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 27 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1993-94 and 1996-97) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 53 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe
and
Justin B. Hembree

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Accounting. The CIP defines the discipline/major field of Accounting as,

> An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and non-profit organizations.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 179-80--51.1601).]

This article summarizes the overall average salary increases in the discipline/major field of Accounting for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Accounting for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.9 for associate professors of Accounting in the 1993-94 public study means that 32.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.23 for associate professors in the discipline/major field of Accounting in the 1993-94 public study means that their average salary is 23 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Accounting with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Accounting																	
AVERAGE SALARY:	66451	436	128	55491	547	163	49787	540	160	54394	61	45	30903	141	68	54428	1664	182
FAC MIX PCT:	26.2%			32.9%			32.5%			3.7%			8.5%			100.0%		
SALARY FACTOR:	1.17			1.23			1.34			1.53			1.11			1.19		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Accounting																	
AVERAGE SALARY:	72039	457	132	61292	555	163	54307	467	150	52927	65	40	35499	113	57	60497	1592	179
FAC MIX PCT:	28.7%			34.9%			29.3%			4.1%			7.1%			100.0%		
SALARY FACTOR:	1.17			1.26			1.36			1.39			1.17			1.23		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Accounting																	
AVERAGE SALARY:	67224	164	83	53108	307	128	45219	348	153	47134	29	25	33162	47	34	51528	866	201
FAC MIX PCT:	18.9%			35.5%			40.2%			3.3%			5.4%			100.0%		
SALARY FACTOR:	1.16			1.22			1.25			1.39			1.15			1.14		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE INSTITUTIONS MAJOR FIELD: Accounting																	
AVERAGE SALARY:	74942	171	85	57957	325	133	50079	289	136	53045	43	31	37707	42	27	57688	827	195
FAC MIX PCT:	20.7%			39.3%			34.9%			5.2%			5.1%			100.0%		
SALARY FACTOR:	1.18			1.22			1.28			1.45			1.19			1.16		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Accounting was reported in 182 of the 248 public institutions. The average salary of the 1,664 faculty was $54,428. This average salary was approximately 19.3 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Accounting was reported in 179 of the same 248 public institutions. The average salary of the 1,592 faculty was $60,497. This average salary was approximately 23 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Accounting in the public institutions studied was 11.2 percent ($60,497 minus $54,428 equals $6,069). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Accounting average faculty salaries over the three-year period by 2.6 percent or an average of .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Accounting (11.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.0 percent less than the faculty in the discipline/major field of Accounting.

In the 1993-94 study the faculty mix percentage in Accounting is lower at the professor rank than at the assistant professor rank: 26.2 percent vs. 32.5 percent; and in the 1996-97 study, it is lower, 28.7 percent vs 29.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Accounting in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.7 percent (61/1,664) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 4.1 percent (65/1,592) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Accounting was reported in 201 of the 327 private institutions. The average salary of the 866 faculty was $51,528, an average salary 13.7 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 195 of the same 327 private institutions reported Accounting . The average salary of the 827 faculty was $57,688, an average salary 15.6 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Accounting in the private institutions studied was 12.0 percent ($57,688 minus $51,528 equals $6,160). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Accounting over the three-year time period, is 3.4 percent or 1.13 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Accounting (12.0%), the faculty in ALL MAJOR FIELDS increased their salaries 2.2 percent (12.0% minus 9.8% equals 2.2%) less than faculty in Accounting.

For both studies in the discipline/major field of Accounting, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.9 percent vs. 40.2 percent (1993-94);and 20.7 percent vs.34.9 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Accounting was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.3 percent (29/866) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 5.2 percent (43/827) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Accounting and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,949 (2.3%) faculty in the discipline/major field of Accounting participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Accounting in 1993-94 were 19 percent and 14 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Accounting in

1996-97 were 23 percent above and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Accounting in the public institutions received an average annual salary increase of .9 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.13 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Accounting, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Accounting is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Accounting in the 1993-94 and 1996-97 public studies was lower than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1993-94 was lower, and in the 1996-97 the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Accounting has now been developed, it is anticipated that this information will serve as a valuable and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Justin B. Hembree is a research assistant for the Office of Compliance Programs and a Master candidate in the Department of Political Science/Criminal Justice at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING/RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Administrative Assistant/Secretarial Science, General. The CIP defines the discipline/major field of Administrative Assistant/SecretarialScience, General as,

> A group of instructional programs that prepare individuals to provide administrative and office support services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 190--52.0401).]

This article summarizes the overall average salary increases in the discipline/major field of Administrative Assistant/Secretarial Science, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Administrative Assistant/Secretarial Science, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.5 for associate professors of Administrative Assistant/Secretarial Science, General in the 1993-94 public study means that

33.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of Administrative Assistant/Secretarial Science, General in the 1993-94 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Administrative Assistant/Secretarial Science, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	50850	68	31	41028	82	35	35932	62	32	34750	2	2	27066	33	19	40584	245	49
FAC MIX PCT:	27.8%			33.5%			25.3%			0.8%			13.5%			100.0%		
SALARY FACTOR:	0.89			0.91			0.97			0.98			0.97			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885 -	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Science, General																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	58172	78	29	45372	58	25	40115	53	30	35510	9	5	29523	15	7	47735	204	40
FAC MIX PCT:	38.2%			28.4%			26.0%			4.4%			7.4%			100.0%		
SALARY FACTOR:	0.95			0.93			1.01			0.93			0.98			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Sciences, General																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	42802	4	3	33503	13	11	30118	19	12	32000	2	1	26500	5	4	31988	41	24
FAC MIX PCT:	9.8%			31.7%			46.3%			4.9%			12.2%			100.0%		
SALARY FACTOR:	0.74			0.77			0.83			0.94			0.92			0.71		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Administrative Assistant/Secretarial Sciences, General																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	46147	3	2	35661	6	6	29204	7	6				31500	2	1	34435	18	12
FAC MIX PCT:	16.7%			33.3%			38.9%						11.1%			100.0%		
SALARY FACTOR:	0.73			0.75			0.75						0.99			0.69		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Administrative Assistant/Secretarial Science, General was reported in 49 of the 248 public institutions. The average salary of the 245 faculty was $40,584. This average salary was approximately 12.5 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Administrative Assistant/Secretarial Science, General was reported in 40 of the same 248 public institutions. The average salary of the 204 faculty was $47,735. This average salary was approximately 3.4 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Administrative Assistant/Secretarial Science, General in the public institutions studied was 17.6 percent ($47,735 minus $40,584 equals $7,151). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Administrative Assistant/Secretarial Science, General average faculty salaries over the three-year period by 9.0 percent or an average of 3.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Administrative Assistant/Secretarial Science, General (17.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 9.4 percent less than the faculty in the discipline/major field of Administrative Assistant/Secretarial Science, General.

In the 1993-94 study the faculty mix percentage in Administrative Assistant/Secretarial

Science, General is higher at the professor rank than at the assistant professor rank: 27.8 percent vs. 25.3 percent; and higher in the 1996-97 study; 38.2 percent vs 26.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 0.8 percent (2/245) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 4.4 percent (9/204) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Administrative Assistant/Secretarial Science, General was reported in 24 of the 327 private institutions. The average salary of the 41 faculty was $31,988, an average salary 41.6 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 12 of the same 327 private institutions reported Administrative Assistant/Secretarial Science, General . The average salary of the 18 faculty was $34,435, an average salary 44.5 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Administrative Assistant/Secretarial Science, General in the private institutions studied was 7.6 percent ($34,435 minus $31,988 equals $2,447). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of

Administrative Assistant/Secretarial Science, General over the three-year time period, is .1 percent or .03 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Administrative Assistant/Secretarial Science, General (7.6%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5 percent (9.8% minus 7.6% equals 2.2%) more than faculty in Administrative Assistant/Secretarial Science, General.

For both studies in the discipline/major field of Administrative Assistant/Secretarial Science, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank : 9.8 percent vs. 46.3 percent (1993-94); and 16.7 percent vs 38.9 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Administrative Assistant/Secretarial Science, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.9 percent (2/41) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 0.0 percent (0/18) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Administrative Assistant/Secretarial Science, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 508 (.2%) faculty in the discipline/major field of Administrative Assistant/Secretarial Science, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Administrative Assistant/Secretarial Science, General in 1993-94 were 11 percent and 29 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Administrative Assistant/Secretarial Science, General in 1996-97 were three percent below and 31 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Administrative Assistant/Secretarial Science, General in the public institutions received an average annual salary increase of 3.0 percent above the cost-of-living. In the private institutions the annual average salary increase was .03 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in Administrative Assistant/Secretarial Science, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank and in the 1993-94 and 1996-97 private studies the FAC MIX PCTs are lower at the professor rank, indicating that in both the public and private studies the discipline/major field of Administrative Assistant/Secretarial Science, General is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science, General in the 1993-94 and 1996-97 public studies was lower than that of ALL MAJOR

FIELDS. In the 1993-94 private study the hiring rate was higher and in the 1996-97 private study it was lower as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Administrative Assistant/Secretarial Science, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Anthropology. The CIP defines the discipline/major field of Anthropology as,

> An instructional program that generally describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Included instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, social-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 143--45.0201).]

This article summarizes the overall average salary increases in the discipline/major field of Anthropology for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in

CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Anthropology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 34.6 for associate professors of Anthropology in the 1993-94 public study means that 34.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of Anthropology in the 1993-94 public study means that their average salary is one percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Anthropology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N-IN	SALARY	NUM	N-IN	SALARY	NUM	N-IN	SALARY	NUM	N-IN	SALARY	NUM	N-IN	SALARY	NUM	N-IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Anthropology																		
PUBLIC, 1993-94																		
AVERAGE SALARY	57782	198	69	44748	167	69	36079	112	55	33380	20	18	25914	5	5	47893	482	96
FAC MIX PCT	41.1%			34.6%			23.2%			4.1%			1.0%			100.0%		
SALARY FACTOR	1.02			0.99			0.97			0.94			0.93			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Anthropology																		
PUBLIC, 1996-97																		
AVERAGE SALARY	61209	212	74	46968	160	67	37800	110	66	37441	19	17	24517	7	6	50759	489	95
FAC MIX PCT	43.4%			32.7%			22.5%			3.9%			1.4%			100.0%		
SALARY FACTOR	0.99			0.96			0.95			0.98			0.81			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Anthropology																		
PRIVATE, 1993-94																		
AVERAGE SALARY	61302	102	47	44355	90	41	35624	58	32	31723	13	10	29752	2	2	49089	252	67
FAC MIX PCT	40.5%			35.7%			23.0%			5.2%			0.8%			100.0%		
SALARY FACTOR	1.06			1.02			0.98			0.94			1.04			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Anthropology																		
PRIVATE, 1996-97																		
AVERAGE SALARY	67947	112	45	47551	88	42	40003	66	35	37784	9	8	32750	2	2	54106	268	66
FAC MIX PCT	41.8%			32.8%			24.6%			3.4%			0.7%			100.0%		
SALARY FACTOR	1.07			1.00			1.02			1.03			1.03			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Anthropology was reported in 96 of the 248 public institutions. The average salary of the 482 faculty was $47,893. This average salary was approximately 4.9 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Anthropology was reported in 95 of the same 248 public institutions. The average salary of the 489 faculty was $50,759. This average salary was approximately 2.8 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Anthropology in the public institutions studied was 6.0 percent ($50,759 minus $47,893 equals $2,866). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Anthropology average faculty salaries over the three-year period by 2.6 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Anthropology (6.0%) the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent more than the faculty in the discipline/major field of Anthropology.

In the 1993-94 study the faculty mix percentage in Anthropology is higher at the professor rank than at the assistant professor rank: 41.1 percent vs. 23.2 percent; in the 1996-97 study it is 43.4 percent vs. 22.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Anthropology in the public studies was the same as the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.1 percent (20/482) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.9 percent (19/489) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Anthropology was reported in 67 of the 327 private institutions. The average salary of the 252 faculty was $49,089, an average salary 8.4 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 66 of the same 327 private institutions reported Anthropology. The average salary of the 268 faculty was $54,106, an average salary 8.8 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Anthropology in the private institutions studied was 10.2 percent ($54,106 minus $49,089 equals $5,017). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Anthropology over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Anthropology (10.2%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent (10.2% minus 9.8% equals .4%) less than faculty in Anthropology.

For both studies in the discipline/major field of Anthropology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 40.5 percent vs. 23.0 percent (1993-94); and 41.8 percent vs 24.6 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Anthropology was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.2 percent (13/252) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.4 percent (9/268) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Anthropology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,491 (.7%) faculty in the discipline/major field of Anthropology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Anthropology in 1993-94 were five percent and eight percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Anthropology in 1996-97 were three percent and nine percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Anthropology in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Anthropology , the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Anthropology is firmly established and ongoing in the academy.

Finally, the hiring rate of new assistant professors in Anthropology in the 1993-94 public study was the same as the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1996-97 public and 1996-97 private studies it was lower; and the hiring rate was higher in the 1993-94 private study..

Because a significant data base of average faculty salaries in the academic discipline/major field of Anthropology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical
University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of
Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at
Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
    Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ARCHITECTURE AND RELATED PROGRAMS FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Architecture and Related Programs. The CIP defines the discipline/major field of Architecture and Related Programs as,

> A summary of groups of Instructional Programs that describe the principles and methods used to create, adapt, alter, preserve, and control human physical and social surroundings and habitations.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 58--04.0000).]

This article summarizes the overall average salary increases in the discipline/major field of Architecture and Related Programs for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/majorfield of Architecture and Related

Programs for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCTfactor of 34.2 for associate professors of Architecture and Related Programs in the 1993-94 public study means that 34.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of Architecture and Related Programs in the 1993-94 public study means that their average salary is .01 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Architecture and Related Programs with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS MAJOR FIELD: Architecture and Related Programs																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	54947	91	21	45360	109	23	37038	111	25	35475	16	9	33007	8	6	44889	319	26
FAC MIX PCT:	28.5%			34.2%			34.8%			5.0%			2.5%			100.0%		
SALARY FACTOR:	0.97			1.01			1.00			1.00			1.18			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS MAJOR FIELD: Architecture and Related Programs																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	62889	74	19	49556	110	23	39084	103	23	38104	16	8	29123	18	5	48048	305	26
FAC MIX PCT:	24.3%			36.1%			33.8%			5.2%			5.9%			100.0%		
SALARY FACTOR:	1.02			1.02			0.98			1.00			0.96			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS MAJOR FIELD: Architecture and Related Programs																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	60663	75	12	45135	75	16	37553	63	13	29500	5	4	30267	21	3	46736	234	16
FAC MIX PCT:	32.1%			32.1%			26.9%			2.1%			9.0%			100.0%		
SALARY FACTOR:	1.05			1.03			1.04			0.87			1.05			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS MAJOR FIELD: Architecture and Related Programs																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	69007	69	14	51564	82	17	41836	62	13	42727	11	5	33468	13	3	53180	226	17
FAC MIX PCT:	30.5%			36.3%			27.4%			4.9%			5.8%			100.0%		
SALARY FACTOR:	1.09			1.09			1.07			1.16			1.05			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Architecture and Related Programs was reported in 26 of the 248 public institutions. The average salary of the 319 faculty was $44,889. This average salary was approximately 1.7 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Architecture and Related Programs was reported in 26 of the same 248 public institutions. The average salary of the 305 faculty was $48,048. This average salary was approximately 2.7 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Architecture and Related Programs in the public institutions studied was 7.04 percent ($48,048 minus $44,889 equals $3,159). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Architecture and Related Programs average faculty salaries over the three-year period by 1.6 percent or an average of .0.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Architecture and Related Programs (7.04%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.2 percent more than the faculty in the discipline/major field of Architecture and Related Programs.

In the 1993-94 study the faculty mix percentage in Architecture and Related Programs is lower at the professor rank than at the assistant professor rank: 28.5 percent vs. 34.8 percent; in the 1996-97 study it is 24.3 percent vs. 33.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professors in ALL MAJOR FIELDS for both public studies are 34.4

percent vs. 29.4 percent (1993-94 and 34.3 percent vs. 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Architecture and Related Programs in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.0 percent (16/319) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.3 percent (16/305) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Architecture and Related Programs was reported in 16 of the 327 private institutions. The average salary of the 234 faculty was $46,736, an average salary 3.2 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 17 of the same 327 private institutions reported Architecture and Related Programs. The average salary of the 226 faculty was $53,180, an average salary 8.4 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Architecture and Related Programs in the private institutions studied was 13.8 percent ($53,180 minus $46,736 equals $6,644). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Architecture and Related Programs over the three-year time period, is 5.2 percent or 1.7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Architecture and Related Programs (13.8%), the faculty in ALL MAJOR FIELDS increased their salaries 4.0 percent (13.8% minus 9.8% equals 4.0%) less than faculty in Architecture and Related Programs.

For both studies in the discipline/major field of Architecture and Related Programs, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32.1 percent vs. 26.9 percent (1993-94); and 30.5 percent vs 27.4 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Architecture and Related Programs was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 2.1 percent (5/234) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 4.9 percent (11/226) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Architecture and Related Programs and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,084 (.5%) faculty in the discipline/major field of Architecture and Related Programs participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty

salary factors in the discipline/major field of Architecture and Related Programs 1993-94 were 2.0 percent lower and 3.0 percent higher than the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Architecture and Related Programs in 1996-97 were 3.0 percent lower and 7.0 percent higher than the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Architecture and Related Programs in the public institutions received an average annual salary increase of .5 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in Architecture and Related Programs, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. However, in the 1993-94 and 1996-97 private studies the FAC MIX PCTS were higher at the professor rank than at the assistant professor rank.

Finally, the hiring rate of new assistant professors in Architecture and Related Programs in the 1993-94 and 1996-97 public studies was higher than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1993-94 private studies was lower than the hiring rate for ALL MAJOR FIELDS and higher in the 1996-97 private studies.

Because a significant data base of average faculty salaries in the academic discipline/major field of Architecture and Related Programs has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN AREA, ETHNIC AND CULTURAL STUDIES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe
and
Justin B. Hembree

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Area, Ethnic and Cultural Studies. The CIP defines the discipline/major field of Area, Ethnic and Cultural Studies as,

> A summary of groups of Instructional Programs that describe the history, society, politics, culture, and economics of a particular geographic region, or a particular subset of the population sharing common characteristics, traits and customs.*
>
> [*A Classification of Instructional Programs Washington, D.C.: National Center for Education Statistics, [1990]. p. 60--05.0000).]

This article summarizes the overall average salary increases in the discipline/major field of Area, Ethnic and Cultural Studies for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Area, Ethnic and Cultural Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 36.7 for associate professors of Area, Ethnic and Cultural Studies in the 1993-94 public study means that 36.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.13 for associate professors in the discipline/major field of Area, Ethnic and Cultural Studies in the 1993-94 public study means that their average salary is 13 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Area, Ethnic and Cultural Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES MAJOR FIELD: Area, Ethnic, and Cultural Studies																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	63713	86	25	51182	91	30	38757	61	27	38915	12	9	36451	10	5	51877	248	40
FAC MIX PCT:	34.7%			36.7%			24.6%			4.8%			4.0%			100.0%		
SALARY FACTOR:	1.12			1.13			1.04			1.09			1.31			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES MAJOR FIELD: Area, Ethnic, and Cultural Studies																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	68590	73	25	53908	90	30	40557	61	27	38294	8	7	32772	25	15	52820	249	41
FAC MIX PCT:	29.3%			36.1%			24.5%			3.2%			10.0%			100.0%		
SALARY FACTOR:	1.11			1.11			1.02			1.01			1.08			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234		4866	49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES MAJOR FIELD: Area, Ethnic, and Cultural Studies																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	52508	19	12	42662	29	17	37067	28	14	32667	3	3	26842	5	3	42061	81	24
FAC MIX PCT:	23.5%			35.8%			34.6%			3.7%			6.2%			100.0%		
SALARY FACTOR:	0.91			0.98			1.02			0.96			0.93			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES MAJOR FIELD: Area, Ethnic, and Cultural Studies																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	59667	37	17	49469	48	21	39185	35	17	34500	4	3	31933	6	4	48772	126	30
FAC MIX PCT:	29.4%			38.1%			27.8%			3.2%			4.8%			100.0%		
SALARY FACTOR:	0.94			1.04			1.00			0.94			1.00			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Area, Ethnic and Cultural Studies was reported in 40 of the 248 public institutions. The average salary of the 248 faculty was $51,877. This average salary was approximately 13.7 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Area, Ethnic and Cultural Studies was reported in 41 of the same 248 public institutions. The average salary of the 249 faculty was $52,820. This average salary was approximately 7.0 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/majorfield of Area, Ethnic and Cultural Studies in the public institutions studied was 1.8 percent ($52,820 minus $51,877 equals $943). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Area, Ethnic and Cultural Studies average faculty salaries over the three-year period of 6.8 percent or an average of 2.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/majorfield of Area, Ethnic and Cultural Studies (1.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 6.4 percent more than the faculty in the discipline/major field of Area, Ethnic and Cultural Studies.

In the 1993-94 study the faculty mix percentage in Area, Ethnic and Cultural Studies is higher at the professor rank than at the assistant professor rank: 34.7 percent vs. 24.6 percent; and, higher in the 1996-97 study: 29.3 percent vs. 24.5 percent. The differences in faculty mix percentage

34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.8 percent (12/248) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.2 percent (8/249) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Area, Ethnic and Cultural Studies was reported in 24 of the 327 private institutions. The average salary of the 81 faculty was $42,061, an average salary 7.7 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 30 of the same 327 private institutions reported Area, Ethnic and Cultural Studies. The average salary of the 126 faculty was $48,772, an average salary 2.0 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Area, Ethnic and Cultural Studies in the private institutions studied was 16.0 percent ($48,772 minus $42,061 equals $6,711). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Area, Ethnic and Cultural Studies over the three-year time period, is 7.4 percent or 2.5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Area, Ethnic and Cultural Studies (16.0%), the faculty in ALL MAJOR FIELDS increased their salaries 6.2 percent (16.0% minus 9.8% equals 7.7%) less than faculty in Area, Ethnic and Cultural salaries 6.2 percent (16.0% minus 9.8% equals 7.7%) less than faculty in Area, Ethnic and Cultural Studies.

For the 1993-94 private study in the discipline/major field of Area, Ethnic and Cultural Studies, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 23.5 percent vs. 34.6 percent and higher 29.4 percent vs 27.8 percent in 1996-97. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Area, Ethnic and Cultural Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.7 percent (3/81) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.2 percent (4/126) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Area, Ethnic and Cultural Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 704 (.3%) faculty in the discipline/major field of Area, Ethnic and Cultural Studies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Area, Ethnic and Cultural Studies for 1993-94 were 14 percent above and seven percent lower than the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Area, Ethnic and Cultural Studies in 1996-97 were seven percent above and two percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Area, Ethnic and Cultural Studies in the public institutions received an average annual salary increase of 1.5 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.9 percent above the cost-of-living.

Third, in the 1993-94 and 1996-97 public studies and in the 1993-94 private study in Area, Ethnic and Cultural Studies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, and in the 1996-97 private study the discipline/major field of Area, Ethnic and Cultural Studies the professor rank FAC MIX PCTs are lower than those for assistant professor indicating that in the private sector Area, Ethnic and Cultural Studies is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies in the 1993-94 public study was higher than that of ALL MAJOR FIELD; and, in the 1996-97 public study and in the 1993-94 and 1996-97 private studies it was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Area, Ethnic and Cultural Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Justin B. Hembree is a research assistant for the Office of Compliance Programs and a Masters candidate in the Department of Political Science/Criminal Justice at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ART, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Art, General. The CIP defines the discipline/major field of Art, General as,

> An instructional program that generally describe art, including its development and practice. Includes instruction in art appreciation, a basic knowledge of art history, fundamental principles of design and color, and an introduction to various media and studio techniques.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 165--50.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Art, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Art, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who old a given academic rank. For example, a FAC MIX PCT factor of 30.9 for associate professors of Art, General in the 1993-94 public study means that 30.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.91 for associate professors in the discipline/major field of in the 1993-94 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Art, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	51777	805	167	40944	646	171	33272	567	165	30429	93	65	26696	73	45	42537	2091	192
FAC MIX PCT:	38.5%			30.9%			27.1%			4.4%			3.5%			100.0%		
SALARY FACTOR:	0.91			0.91			0.90			0.85			0.96			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	56900	851	179	44527	668	175	36572	550	169	34054	103	68	30327	48	34	47112	2117	198
FAC MIX PCT:	40.2%			31.6%			26.0%			4.9%			2.3%			100.0%		
SALARY FACTOR:	0.92			0.91			0.92			0.90			1.00			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	50219	262	123	39263	283	138	31841	267	141	29873	28	25	27941	33	29	39873	845	223
FAC MIX PCT:	31.0%			33.5%			31.6%			3.3%			3.9%			100.0%		
SALARY FACTOR:	0.87			0.90			0.88			0.88			0.97			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Art, General																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	55572	285	135	42555	304	147	35559	299	155	33498	41	37	29586	36	34	43801	924	233
FAC MIX PCT:	30.8%			32.9%			32.4%			4.4%			3.9%			100.0%		
SALARY FACTOR:	0.87			0.90			0.91			0.91			0.93			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Art, General was reported in 192 of the 248 public institutions. The average salary of the 2,091 faculty was $42,537. This average salary was approximately 7.3 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Art, General was reported in 198 of the same 248 public institutions. The average salary of the 2,117 faculty was $47,112. This average salary was approximately 4.8 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Art, General in the public institutions studied was 10.8 percent ($47,112 minus $42,537 equals $4,575). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Art, General average faculty salaries over the three-year period by 2.2 percent or an average of 0.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Art, General (10.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.6 percent less than the faculty in the discipline/major field of Art, General.

In the 1993-94 study the faculty mix percentage in Art, General is higher at the professor rank than at the assistant professor rank: 38.5 percent vs. 27.1 percent; in the 1996-97 study it is 40.2 percent vs. 26.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Art, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.4 percent (93/2,091) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 4.9 percent (103/2,117) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Art, General was reported in 223 of the 327 private institutions. The average salary of the 845 faculty was $39,873, an average salary 13.6 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 233 of the same 327 private institutions reported Art, General. The average salary of the 924 faculty was $43,801, an average salary 13.6 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Art. General in the private institutions studied was 9.9 percent ($43,801 minus $39,873 equals $3,928). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Art, General over the three-year time period, is 1.3 percent or 0.4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Art, General (9.9%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (9.9% minus 9.8% equals .1%) less than faculty in Art, General.

For both studies in the discipline/major field of Art, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 31.0 percent vs. 31.6 percent (1993-94); and 30.8 percent vs 32.4 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Art, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.3 percent (28/845) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 4.4 percent (41/924) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Art, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,977 (2.7%) faculty in the discipline/major field of Art, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Art, General 1993-94 were 7 percent and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Art, General in 1996-97 were 5 percent and 12 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Art, General in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in Art, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1993-94 private studies the FAC MIX PCTS were lower at the professor rank than at the assistant professor rank.

Finally, the hiring rate of new assistant professors in Art, General in the 1993-94 and 1996-97 public studies were higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1993-94 private study it was lower and in the 1996-97 it was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Art, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN BIOLOGICAL SCIENCES/LIFE SCIENCES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Biological Sciences/Life Sciences. The CIP defines the discipline/major field of Biological Sciences/Life Sciences as,

> A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 114--26).]

This article summarizes the overall average salary increases in the discipline/major field of Biological Sciences/Life Sciences for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Biological Sciences/Life Sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.5 for associate professors of Biological Sciences/Life Sciences in the 1993-94 public study means that 26.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .99 for associate professors in the discipline/major field of Biological Sciences/Life Sciences in the 1993-94 public study means that their average salary is one percent below the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Biological Sciences/Life Sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:	DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																	
AVERAGE SALARY:	56494	1678	235	44851	1001	218	37072	925	210	34508	163	98	27227	170	77	47327	3774	239
FAC MIX PCT:	44.5%			26.5%			24.5%			4.3%			4.5%			100.0%		
SALARY FACTOR:	0.99			0.99			1.00			0.97			0.98			1.04		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:	DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																	
AVERAGE SALARY:	60191	1600	235	47245	1075	222	38939	1000	221	36761	169	103	28512	181	77	49583	3856	243
FAC MIX PCT:	41.5%			27.9%			25.9%			4.4%			4.7%			100.0%		
SALARY FACTOR:	0.98			0.97			0.98			0.97			0.94			1.00		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																	
AVERAGE SALARY:	54456	757	241	40738	481	218	34051	395	202	32170	75	65	26815	39	30	45044	1672	293
FAC MIX PCT:	45.3%			28.8%			23.6%			4.5%			2.3%			100.0%		
SALARY FACTOR:	0.94			0.93			0.94			0.95			0.93			0.99		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:	DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																	
AVERAGE SALARY:	61057	778	242	44370/	492	223	37113	526	236	36091	110	87	29153	51	38	48912	1847	303
FAC MIX PCT:	42.1%			26.6%			28.5%			6.0%			2.8%			100.0%		
SALARY FACTOR:	0.96			0.94			0.95			0.98			0.92			0.98		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Biological Sciences/Life Sciences was reported in 239 of the 248 public institutions. The average salary of the 3,774 faculty was $47,327. This average salary was approximately 3.7 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Biological Sciences/Life Sciences was reported in 243 of the same 248 public institutions. The average salary of the 3,856 faculty was $49,583. This average salary was approximately .4 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Biological Sciences/Life Sciences in the public institutions studied was 4.8 percent (49,583 minus $47,327 equals $2,256). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Biological Sciences/Life Sciences average faculty salaries over the three-year period by 3.8 percent or an average of 1.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Biological Sciences/Life Sciences (4.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.4 percent more than the faculty in the discipline/major field of Biological Sciences/Life Sciences.

In the 1993-94 study the faculty mix percentage in Biological Sciences/Life Sciences is higher at the professor rank than at the assistant professor rank: 44.5 percent vs. 24.5 percent; in the 1996-97 study it is 41.5 percent vs. 25.9 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Biological Sciences/Life Sciences in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.3 percent (163/3,774) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 4.4 percent (169/3,856) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Biological Sciences/Life Sciences was reported in 293 of the 327 private institutions. The average salary of the 1,672 faculty was $45,044, an average salary .6 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 303 of the same 327 private institutions reported Biological Sciences/Life Sciences. The average salary of the 1,847 faculty was $48,912, an average salary 1.7 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Biological Sciences/Life Sciences in the private institutions studied was 8.6 percent ($48,912 minus $45,044 equals $3,868). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Biological Sciences/Life Sciences over the three-year time period, is exactly the same as the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Biological Sciences/Life Sciences (8.6%), the faculty in ALL MAJOR FIELDS increased their salaries 1.2 percent (9.8% minus 8.6% equals 1.2%) more than faculty in Biological Sciences/Life Sciences.

For both studies in the discipline/major field of Biological Sciences/Life Sciences, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 45.3 percent vs. 23.6 percent (1993-94); and 42.1 percent vs 28.5 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Biological Sciences/Life Sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.5 percent (75/1,672) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.0 percent (110/1,847) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Biological Sciences/Life Sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 11,149 (5.1%) faculty in the discipline/major field of Biological Sciences/Life Sciences participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty

salary factors in the discipline/major field of Biological Sciences/Life Sciences in 1993-94 were four percent above and .1 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS, respectively. In the 1996-97 public study the average faculty salary factors for all ranks in Biological Sciences/Life Sciences were exactly the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00); and in the 1996-97 private study the average faculty salary factors were two percent lower than those for all ranks in ALL MAJOR FIELDS.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Biological Sciences/Life Sciences in the public institutions received an average annual salary increase of 1.3 percent below the cost-of-living. In the private institutions the annual average salary increase was .3 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Biological Sciences/Life Sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Biological Sciences/Life Sciences is well established in the academy.

Finally, the hiring rate of new assistant professors in Biological Sciences/Life Sciences in the 1993-94 public study and in the 1993-94 and 1996-97 private studies was higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1996-97 public study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Biological Sciences/Life Sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Business Management and Administrative Services. The CIP defines the discipline/major field of Business Management and Administrative Services as,

> A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/ or non-profit production, buying, and selling of goods and services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 187--52).]

This article summarizes the overall average salary increases in the discipline/major field of Business Management and Administrative Services for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business Management and Administrative Services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.0 for associate professors of Business Management and Administrative Services in the 1993-94 public study means that

33.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.15 for associate professors in the discipline/major field of Business Management and Administrative Services in the 1993-94 public study means that their average salary is 15 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business Management and Administrative Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	63051	540	77	51704	567	80	48007	486	77	48411	53	27	29736	124	42	52639	1717	88
FAC MIX PCT:	31.5%			33.0%			28.3%			3.1%			7.2%			100.0%		
SALARY FACTOR:	1.11			1.15			1.29			1.36			1.07			1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	70669	558	76	57933	548	78	51081	369	81	52118	60	35	32778	84	30	59514	1559	85
FAC MIX PCT:	35.8%			35.2%			23.7%			3.8%			5.4%			100.0%		
SALARY FACTOR:	1.15			1.19			1.28			1.37			1.08			1.21		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	72465	110	29	52606	136	35	48868	122	36	41250	8	7	39381	13	8	56692	381	45
FAC MIX PCT:	28.9%			35.7%			32.0%			2.1%			3.4%			100.0%		
SALARY FACTOR:	1.25			1.21			1.35			1.22			1.37			1.25		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	68091	118	32	54840	127	31	48169	96	35	47836	18	13	38564	13	9	56850	354	44
FAC MIX PCT:	33.3%			35.9%			27.1%			5.1%			3.7%			100.0%		
SALARY FACTOR:	1.07			1.16			1.23			1.30			1.21			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Business Management and Administrative Services was reported in 88 of the 248 public institutions. The average salary of the 1,717 faculty was $52,639. This average salary was approximately 15 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Business Management and Administrative Services was reported in 85 of the same 248 public institutions. The average salary of the 1,559 faculty was $59,514. This average salary was approximately 21 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business Management and Administrative Services in the public institutions studied was 13.1 percent ($59,514 minus $52,639 equals $6,875). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Business Management and Administrative Services average faculty salaries over the three-year period by 4.5 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Business Management and Administrative Services (13.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.9 percent less than the faculty in the discipline/major field of Business Management and Administrative Services.

In the 1993-94 study the faculty mix percentage in Business Management and Administrative

Services is higher at the professor rank than at the assistant professor rank: 31.5 percent vs. 28.3 percent; in the 1996-97 study it is 35.8 percent vs. 23.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Business Management and Administrative Services in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.1 percent (53/1,717) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.8 percent (60/1,559) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Business Management and Administrative Services was reported in 45 of the 327 private institutions. The average salary of the 381 faculty was $56,692, an average salary 25.1 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 44 of the same 327 private institutions reported Business Management and Administrative Services. The average salary of the 354 faculty was $56,850, an average salary 14.3 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Business Management and Administrative Services in the private institutions studied was 0.3 percent ($56,850 minus $56,692 equals $158). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Business Management and Administrative Services over the three-year time period, is 8.3 percent or 2.8 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Business Management and Administrative Services (0.3%), the faculty in ALL MAJOR FIELDS increased their salaries 9.5 percent (9.8% minus 0.3% equals 9.5%) more than faculty in Business Management and Administrative Services.

For the 1993-94 and 1996-97 private studies in the discipline/major field of Business Management and Administrative services, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 28.9 percent vs. 32.0 percent(1993-94); and 33.3 percent vs 27.1 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Business Management and Administrative Services was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 2.1 percent (8/381) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 5.1 percent (18/354) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Business Management and Administrative Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,021 (1.8%) faculty in the discipline/major field of Business Management and

Administrative Services participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business Management and Administrative Services in 1993-94 were 15 percent and 25 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Business Management and Administrative Services in 1996-97 were 21 percent and 14 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Business Management and Administrative Services in the public institutions received an average annual salary increase of 1.5 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.8 percent below the cost-of-living.

Third, with the exception of the 1993-94 public study in Business Management and Administrative Services, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Business Management and Administrative Services is well established in the academy.

Finally, the hiring rate of new assistant professors in Business Management and Administrative Services in the 1993-94 and 1996-97 public studies and the 1993-94 private study was lower than the hiring rate of ALL MAJOR FIELDS; however, in the 1996-97 private study the hiring rate for new assistant professors was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business Management and Administrative Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

BEST COPY AVAILABLE

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe
and
Justin B. Hembree

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Business Administration and Management, General. The CIP defines the discipline/major field of Business Administration and Management, General as,

> A summary of groups of instructional programs that prepare individuals to provide services for moving goods and services from producer to consumer, and to manage such services..
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 198--52.14).]

This article summarizes the overall average salary increases in the discipline/major field of Business Administration and Management, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in

1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business Administration and Management, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.7 for associate professors of Business Administration and Management, General in the 1993-94 public study means that 31.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.17 for associate professors in the discipline/major field of Business Administration and Management, General in the 1993-94 public study means that their average salary is 17 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business Administration and Management, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	63094	770	159	53365	820	167	48924	804	165	48788	102	62	32834	413	74	53753	2537	179
FAC MIX PCT:	30.4%			32.3%			31.7%			4.0%			5.6%			100.0%		
SALARY FACTOR:	1.11			1.18			1.32			1.37			1.18			1.18		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	68808	795	161	59052	868	172	51566	687	160	49107	82	61	34383	138	65	58734	2488	180
FAC MIX PCT:	32.0%			34.9%			27.6%			3.3%			5.5%			100.0%		
SALARY FACTOR:	1.12			1.21			1.29			1.29			1.14			1.19		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	73283	498	136	50982	620	176	43687	660	195	43934	69	49	33871	65	41	53792	1843	236
FAC MIX PCT:	27.0%			33.6%			35.8%			3.7%			3.5%			100.0%		
SALARY FACTOR:	1.27			1.17			1.21			1.30			1.18			1.19		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28721	1899		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration and Management, General																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	78804	551	160	54223	679	197	47346	554	190	45244	77	61	35031	63	47	58839	1847	240
FAC MIX PCT:	29.8%			36.8%			30.0%			4.2%			3.4%			100.0%		
SALARY FACTOR:	1.24			1.14			1.21			1.23			1.10			1.18		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Business Administration and Management, General was reported in 179 of the 248 public institutions. The average salary of the 2,537 faculty was $53,753. This average salary was approximately 17.8 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above Business Administration and Management, General was reported in 180 of the same 248 public institutions. The average salary of the 2,488 faculty was $58,734. This average salary was approximately 19 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business Administration and Management, General in the public institutions studied was 9.3 percent ($58,734 minus $53,753 equals $4,981). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Business Administration and Management, General average faculty salaries over the three-year period by .7 percent or an average of .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Business Administration and Management, General (9.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent less than the faculty in the discipline/major field of Business Administration and Management, General.

In the 1993-94 study the faculty mix percentage in Business Management and

Administrative Services is lower at the professor rank than at the assistant professor rank: 30.4 percent vs. 31.7 percent; in the 1996-97 study it is 32.0 percent vs. 27.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professors in ALL MAJOR FIELDS for both public studies are 34.4 percent vs. 29.4 percent (1993-94) and 34.3 percent vs. 28.5 percent (1996-97). Finally, the hiring rate of new assistant professors in Business Administration and Management, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.0 percent (102/2,537) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.3 percent (82/2,488) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Business Administration and Management, General was reported in 235 of the 327 private institutions. The average salary of the 1,843 faculty was $53,792, an average salary 18.7 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 240 of the same 327 private institutions reported Business Administration and Management, General. The average salary of the 1,847 faculty was $58,839, an average salary 18.3 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Business Administration and Management, General in the private institutions studied was 9.4 percent ($58,839 minus $53,792 equals $5,047). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Business Administration and Management, General over the three-year time period, is .8 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Business Administration and Management, General (9.4%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent more than faculty in Architecture and Related Programs.

For the 1993-94 and 1997-98 private studies in the discipline/major field of Business Administration and Management, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 27.0 percent vs. 35.28 percent(1993-94); and 29.8 percent vs 30.0 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Business Administration and Management, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.7 percent (69/1,843) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 4.2 percent (77/1,847) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Business Administration and Management, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,715 (4.0%) faculty in the discipline/major field of Business Administration and Management, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business Administration and Management, General 1993-94 were 18 percent and 19 percent higher than the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Business Administration and Management, General in 1996-97 were 19 percent above and 18 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Business Administration and Management, General in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, with the exception of the 1996-97 public studies in Business Administration and Management, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Business Administration and Management, General in the 1993-94 and 1996-97 public studies and in the 1993-94 and 1996-97 private studies were lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business Administration and Management, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Justin B. Hembree is a research assistant for the Office of Compliance Programs and a Masters candidate in the Department of Political Science Criminal Justice at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

- Alabama Agriculture and Mechanical University (AL)
- Alcorn State University (MS)
- Angelo State University (TX)
- Appalachian State University (NC)
- Arkansas State University (AR)
- Arkansas Tech University (AR)
- Armstrong Atlantic State University (GA)
- Auburn University at Montgomery (AL)
- Augusta State University (GA)
- Austin Peay State University (TN)
- Ball State University (IN)
- Black Hills State University (SD)
- Bluefield State College (WV)
- Boise State University (ID)
- Bowie State University (MD)
- Bridgewater State College (MA)
- California State University-Bakersfield (CA)
- California State University-Stanislaus (CA)
- Castleton State College (VT)
- Central Michigan University (MI)
- Central Missouri State University (MO)
- Central Washington University (WA)
- Chadron State College (NE)
- Christopher Newport University (VA)
- Clarion University of Pennsylvania (PA)
- Cleveland State University (OH)
- Clinch Valley College of the University of Virginia (VA)
- Coastal Carolina University (SC)
- College of William and Mary (VA)
- Columbus State University (GA)
- Dakota State University (SD)
- Delta State University (MS)
- East Carolina University (NC)
- East Central University (OK)
- East Tennessee State University (TN)
- Eastern Connecticut State University (CT)
- Eastern Illinois University (IL)
- Eastern Kentucky University (KY)
- Eastern Michigan University (MI)
- Eastern New Mexico University Main Campus (MN)
- Eastern Washington University (WA)
- Edinboro University of Pennsylvania (PA)
- Emporia State University (KS)
- Fayetteville State University (NC)
- Ferris State University (MI)
- Fitchburg State College (MD)
- Florida International University (FL)
- Fort Hayes State University (KS)
- Francis Marion University (SC)
- Georgia College & State University (GA)
- Georgia Institute of Technology (GA)
- Georgia Southern University (GA)
- Georgia Southwestern State University (GA)
- Glenville State College (WV)
- Grambling State University (LA)
- Grand Valley State University (MI)
- Harris-Stowe State College (MO)
- Henderson State University (AR)
- Illinois State University (IL)
- Indiana University at South Bend (IN)
- Indiana University Northwest (IN)
- Indiana University of Pennsylvania (PA)
- Indiana University-Purdue University at Fort Wayne (IN)
- Jackson State University (MS)
- Jacksonville State University (AL)
- James Madison University (VA)
- Keene State College (NH)
- Kennesaw State University (GA)
- Kent State University Main Campus (OH)
- Kentucky State University (KY)
- Kutztown University of Pennsylvania (PA)
- Lake Superior State University (MI)
- Lander University (SC)
- Langston University (OK)
- Lincoln University (MO)
- Lock Haven University of Pennsylvania (PA)
- Longwood College (VA)
- Louisiana State University in Shreveport (LA)
- Louisiana Tech University (LA)
- Lyndon State College (VT)
- Mankato State University (MN)
- Marshall University (WV)
- Mayville State University (ND)
- McNeese State University (LA)
- Mesa State College (CO)
- Miami University-Oxford (OH)
- Michigan Technological University (MI)
- Middle Tennessee State University (TN)
- Millersville University of Pennsylvania (PA)
- Minot State University (ND)
- Missouri Southern State College (MD)
- Missouri Western State College (MO)
- Montana State University Billings (MT)
- Montana Tech of the University of Montana (MT)
- Monclair State University (NJ)
- Moorhead State University (MN)
- Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN BUSINESS/MANAGERIAL ECONOMICS FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Business/Managerial Economics. The CIP defines the discipline/major field of Business/Managerial Economics as,

> An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets and applications of econometrics and quantitative methods to the study of particular business and business problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 192--52.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Business/Managerial Economics for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Business/Managerial Economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 35.2 for associate professors of Business/Managerial Economics in the 1993-94 public study means that 35.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.10 for associate professors in the discipline/major field of Business/Managerial Economics in the 1993-94 public study means that their average salary is 10 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Business/Managerial Economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business/Managerial Economics																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	58696	273	75	49544	274	77	45243	207	75	47026	28	19	28887	24	17	50974	778	85
FAC MIX PCT:	35.1%			35.2%			26.6%			3.6%			3.1%			100.0%		
SALARY FACTOR:	1.03			1.10			1.22			1.32			1.04			1.12		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business/Managerial Economics																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	65440	264	71	54253	253	78	48727	167	62	47680	23	17	31566	18	11	56564	702	86
FAC MIX PCT:	37.6%			36.0%			23.8%			3.3%			2.6%			100.0%		
SALARY FACTOR:	1.06			1.11			1.22			1.25			1.04			1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business/Managerial Economics																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	59691	141	60	48661	174	69	43490	149	62	36902	14	12	34805	9	7	50057	473	93
FAC MIX PCT:	29.8%			36.8%			31.5%			3.0%			1.9%			100.0%		
SALARY FACTOR:	1.03			1.11			1.20			1.09			1.21			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business/Managerial Economics																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	65527	145	58	54391	180	68	49309	109	51	47533	8	8	35469	13	8	56214	447	89
FAC MIX PCT:	32.4%			40.3%			24.4%			1.8%			2.9%			100.0%		
SALARY FACTOR:	1.03			1.15			1.26			1.29			1.11			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Business/Managerial Economics was reported in 85 of the 248 public institutions. The average salary of the 778 faculty was $50,974. This average salary was approximately 11.7 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Business/Managerial Economics was reported in 86 of the same 248 public institutions. The average salary of the 702 faculty was $56,564. This average salary was approximately 14.6 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Business/Managerial Economics in the public institutions studied was 11.0 percent ($56,564 minus $50,974 equals $5,590). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Business/Managerial Economics average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Business/Managerial Economics (11.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent less than the faculty in the discipline/major field of Business/Managerial Economics.

In the 1993-94 study the faculty mix percentage in Business/Managerial Economics is higher at the professor rank than at the assistant professor rank: 35.1 percent vs. 26.6 percent; and higher in the 1996-97 study; 37.6 percent vs 23.8 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Business/Managerial Economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.6 percent (28/778) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.3 percent (23/702) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Business/Managerial Economics was reported in 93 of the 327 private institutions. The average salary of the 473 faculty was $50,057, an average salary 10.5 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 89 of the same 327 private institutions reported Business/Managerial Economics . The average salary of the 447 faculty was $56,214, an average salary 13.0 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Business/Managerial Economics in the private institutions studied was 12.3 percent ($56,214 minus $50,057 equals $6,157). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Business/Managerial Economics over the three-year time period, is 3.7 percent or 1.2 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Business/Managerial Economics (12.3%), the faculty in ALL MAJOR FIELDS increased their salaries 2.5 percent (12.3% minus 9.8% equals 2.5%) less than faculty in Business/Managerial Economics.

For both studies in the discipline/major field of Business/Managerial Economics, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank : 29.8 percent vs. 31.5 percent (1993-94); and higher 32.4 percent vs 24.4 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Business/Managerial Economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.0 percent (14/473) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 1.8 percent (8/447) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Business/Managerial Economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,400 (1.1%) faculty in the discipline/major field of Business/Managerial Economics participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Business/Managerial Economics in 1993-94 were 12 percent and 10 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Business/Managerial Economics in 1996-97 were 15 percent above and 13 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Business/Managerial Economics in the public institutions received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and the 1996-97 private study in Business/Managerial Economics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank; and for the 1993-94 private study it was lower, indicating that in both the public and private studies the discipline/major field of Business/Managerial Economics is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Business/Managerial Economics in the 1993-94 and 1996-97 public studies and in the 1993-94 and 1996-97 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Business/Managerial Economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION GENERAL

EDUCATION INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Chemistry, General. The CIP defines the discipline/major field of Chemistry, General as,

> A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 130--40.0501).]

This article summarizes the overall average salary increases in the discipline/major field of Chemistry, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Chemistry, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.4 for associate professors of Chemistry, General in the 1993-94 public study means that 24.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of Chemistry, General in the 1993-94 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Chemistry, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	57593	1035	199	43296	518	178	35494	504	174	33291	100	72	28407	63	38	47979	2120	217
FAC MIX PCT:	48.8%			24.4%			23.8%			4.7%			3.0%			100.0%		
SALARY FACTOR:	1.01			0.96			0.95			0.94			1.02			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	62581	919	197	46843	548	182	38660	531	182	37202	105	75	30669	89	53	51002	2087	217
FAC MIX PCT:	44.0%			26.3%			25.4%			5.0%			4.3%			100.0%		
SALARY FACTOR:	1.02			0.96			0.97			0.98			1.01			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	57413	602	219	41643	283	153	34663	318	172	32557	66	56	27848	25	21	47286	1228	271
FAC MIX PCT:	49.0%			23.0%			25.9%			5.4%			2.0%			100.0%		
SALARY FACTOR:	0.99			0.95			0.96			0.96			0.97			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	63286	598	211	44832	305	165	37703	366	190	34628	68	58	29118	21	18	51108	1290	281
FAC MIX PCT:	46.4%			23.6%			28.4%			5.3%			1.6%			100.0%		
SALARY FACTOR:	1.00			0.95			0.96			0.94			0.92			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Chemistry, General was reported in 217 of the 248 public institutions. The average salary of the 2,120 faculty was $47,979. This average salary was approximately 5.1 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Chemistry, General was reported in 125 of the same 248 public institutions. The average salary of the 2,087 faculty was $51,002. This average salary was approximately 3.3 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Chemistry, General in the public institutions studied was 6.3 percent ($51,002 minus $47,979 equals $3,023). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Chemistry, General average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Chemistry, General (6.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent more than the faculty in the discipline/major field of Chemistry, General.

In the 1993-94 study the faculty mix percentage in Chemistry, General is higher at the professor rank than at the assistant professor rank: 48.8 percent vs. 23.8 percent; and higher in the 1996-97 study; 44.0 percent vs 25.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Chemistry, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.7 percent (100/2,120) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.0 percent (105/2,087) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Chemistry, General was reported in 271 of the 327 private institutions. The average salary of the 1,228 faculty was $47,286, an average salary 4.4 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 281 of the same 327 private institutions reported Chemistry, General. The average salary of the 1,290 faculty was $51,108, an average salary 2.7 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Chemistry, General in the private institutions studied was 8.1 percent ($51,108 minus $47,286 equals $3,822). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Chemistry, General over the three-year time period, is .5 percent or .2 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Chemistry, General (8.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.7 percent (9.8% minus 8.1% equals 1.7%) more than faculty in Chemistry, General.

For both studies in the discipline/major field of Chemistry, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 49.0 percent vs. 25.9 percent (1993-94); and 46.4 percent vs 28.4 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Chemistry, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.4 percent (66/1,228) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 5.3 percent (68/1,290) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Chemistry, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,725 (3.1%) faculty in the discipline/major field of Chemistry, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Chemistry, General in 1993-94 were five percent and four percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

In both the public and private studies the average faculty salary factors for all ranks in Chemistry, General in 1996-97 were the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Chemistry, General in the public institutions received an average annual salary increase of .1 percent below the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Chemistry, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Chemistry, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Chemistry, General in the 1993-94 and 1996-97 public studies and in the 1993-94 and 1996-97 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Chemistry, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Communications. The CIP defines the discipline/major field of Communications as,

> A summary of groups of Instructional Programs that describe the creation, transmission and evaluation of messages.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 68--09).]

This article summarizes the overall average salary increases in the discipline/major field of Communications for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Communications for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.4 for associate professors of Communications in the 1993-94 public study means that 26.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Communications in the 1993-94 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Communications with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications											
PUBLIC, 1993-94:																		
AVERAGE SALARY:	53618	423	136	42586	476	146	34911	666	161	34727	63	45	27133	238	98	40299	1803	177
FAC MIX PCT:	23.5%			26.4%			36.9%			3.5%			13.2%			100.0%		
SALARY FACTOR:	0.94			0.94			0.94			0.98			0.97			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885		5059	45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications											
PUBLIC, 1996-97:																		
AVERAGE SALARY:	57389	470	154	45456	598	163	37588	629	166	35721	91	62	30013	170	79	44403	1867	183
FAC MIX PCT:	25.2%			32.0%			33.7%			4.9%			9.1%			100.0%		
SALARY FACTOR:	0.93			0.93			0.94			0.94			0.99			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications											
PRIVATE, 1993-94:																		
AVERAGE SALARY:	50070	173	91	41433	281	117	33753	375	138	32155	43	31	27005	89	61	38525	918	192
FAC MIX PCT:	18.8%			30.6%			40.8%			4.7%			9.7%			100.0%		
SALARY FACTOR:	0.86			0.95			0.93			0.95			0.94			0.85		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications											
PRIVATE, 1996-97:																		
AVERAGE SALARY:	53402	209	104	44853	334	134	36679	388	154	33947	70	47	31041	76	54	42435	1007	204
FAC MIX PCT:	20.8%			33.2%			38.5%			7.0%			7.5%			100.0%		
SALARY FACTOR:	0.84			0.95			0.94			0.92			0.98			0.85		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Communications was reported in 177 of the 248 public institutions. The average salary of the 1,803 faculty was $40,299. This average salary was approximately 13.3 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Communications was reported in 183 of the same 248 public institutions. The average salary of the 1,867 faculty was $44,403. This average salary was approximately 11.2 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Communications in the public institutions studied was 10.2 percent ($44,403 minus $40,299 equals $4,104). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Communications average faculty salaries over the three-year period by 1.6 percent or an average of .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Communications (10.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.03 percent less than the faculty in the discipline/major field of Communications.

In the 1993-94 study the faculty mix percentage in Communications is lower at the professor rank than at the assistant professor rank: 23.5 percent vs. 36.9 percent; in the 1996-97 study it is 25.2 percent vs. 33.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Communications in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.5 percent (63/1,803) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 4.9 percent (91/1,867) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Communications was reported in 192 of the 327 private institutions. The average salary of the 918 faculty was $38,525, an average salary 17.6 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 204 of the same 327 private institutions reported Communications. The average salary of the 1,007 faculty was $42,435, an average salary 17.3 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Communications in the private institutions studied was 10.1 percent ($42,435 minus $38,525 equals $3,910). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Communications over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Communications (10.1%), the faculty in ALL MAJOR FIELDS increased their salaries .3 percent (10.1% minus 9.8% equals .3%) less than faculty in Communications.

For both studies in the discipline/major field of Communications, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.8 percent vs. 40.8 percent (1993-94); and 20.8 percent vs 38.5 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Communications was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.7 percent (43/918) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 7.0 percent (70/1,007) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Communications and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,595 (2.6%) faculty in the discipline/major field of Communications participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Communications 1993-94 were 12 percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Communications in 1996-97 were 10 percent and 15 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Communications in the public institutions received an average annual salary increase of .5 percent above the cost-of-living. In the private institutions the annual average salary increase was also .5 percent above the cost-of-living.

Third, in 1993-94 and 1996-97 public studies in Communications, and in the 1993-94 and 1996-97 private studies, the professor rank FAC MIX PCTS were lower than the assistant professor rank indicating that Communications is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Communications in the 1993-94 public study was lower than the hiring rate of ALL MAJOR FIELDS, and for 1996-97 public studies and 1993-94 private studies it was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Communications has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

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Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCE FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Computer and Information Science. The CIP defines the discipline/major field of Computer and Information Science as,

> A summary of groups of Instructional Programs that describe the design, development and operation of electronic data storage and processing systems, including hardware and software.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 70--11).]

This article summarizes the overall average salary increases in the discipline/major field of Computer and Information Science for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Computer and

Information Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.9 for associate professors of Computer and Information Science in the 1993-94 public study means that 32.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.15 for associate professors in the discipline/major field of Computer and Information Science in the 1993-94 public study means that their average salary is 15 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Computer and Information Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	64840	505	154	51699	653	174	44995	667	184	44054	78	53	30645	161	72	51082	1986	205
FAC MIX PCT:	25.4%			32.9%			33.6%			3.9%			8.1%			100.0%		
SALARY FACTOR:	1.14			1.15			1.21			1.24			1.10			1.12		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	69253	559	170	56102	686	188	47406	534	181	47462	73	55	33487	156	74	55678	1935	214
FAC MIX PCT:	28.9%			35.5%			27.6%			3.8%			8.1%			100.0%		
SALARY FACTOR:	1.13			1.15			1.19			1.25			1.11			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	64288	190	86	47052	315	149	40769	332	166	38337	31	28	31026	71	53	47108	908	220
FAC MIX PCT:	20.9%			34.7%			36.6%			3.4%			7.8%			100.0%		
SALARY FACTOR:	1.11			1.08			1.13			1.13			1.08			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	67361	202	89	51789	337	145	42456	288	155	42003	42	38	33258	40	26	51462	867	221
FAC MIX PCT:	23.3%			38.9%			33.2%			4.8%			4.6%			100.0%		
SALARY FACTOR:	1.06			1.09			1.08			1.14			1.05			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES, 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Computer and Information Science was reported in 205 of the 248 public institutions. The average salary of the 1,986 faculty was $51,082. This average salary was approximately 11.9 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Computer and Information Science was reported in 214 of the same 248 public institutions. The average salary of the 1,935 faculty was $55,678. This average salary was approximately 12.8 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Computer and Information Science in the public institutions studied was 9.0 percent ($55,678 minus $51,082 equals $4,596). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Computer and Information Science average faculty salaries over the three-year period by 3.3 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Computer and Information Science (9.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 0.8 percent less than the faculty in the discipline/major field of Computer and Information Science.

In the 1993-94 study the faculty mix percentage in Computer and Information Science is lower at the professor rank than at the assistant professor rank: 25.4 percent vs. 33.6 percent; in the 1996-97 study it is 28.9 percent vs. 27.6 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Computer and Information Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.9 percent (78/1,986) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.8 percent (73/1,935) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Computer and Information Science was reported in 220 of the 327 private institutions. The average salary of the 908 faculty was $47,108, which was 4.0 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 221 of the same 327 private institutions reported Computer and Information Science. The average salary of the 867 faculty was $51,462, an average salary 3.4 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Computer and Information Science in the private institutions studied was 9.2 percent ($51,462 minus $47,108 equals $4,354). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Computer and Information Science over the three-year time period, is .6 percent or .2 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Computer and Information Science (9.2%), the faculty in ALL MAJOR FIELDS increased their salaries .6 percent (9.8% minus 9.2% equals .6%) more than faculty in Computer and Information Science.

For both studies in the discipline/major field of Computer and Information Science, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 20.9 percent vs. 36.6 percent (1993-94); and 23.3 percent vs 33.2 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Computer and Information Science was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.4 percent (31/908) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 4.8 percent (42/867) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Computer and Information Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,696 (2.6%) faculty in the discipline/major field of Computer and Information Science participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty

salary factors in the discipline/major field of Computer and Information Science 1993-94 were 12 percent and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Computer and Information Science in 1996-97 were 13 percent and 3 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Computer and Information Science in the public institutions received an average annual salary increase of 1.1 percent above the cost-of-living. In the private institutions the annual average salary increase was .2 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and the 1993-94 and 1996-97 private studies in Computer and Information Science , the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Computer and Information Science is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Computer and Information Science in the 1993-94 and 1996-97 public studies and in the 1993-94 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the 1996-97 private study the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Computer and Information Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY

HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES FOR THE YEARS
1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Counselor Education/Student Counseling and Guidance Services. The CIP defines the discipline/major field of Counselor Education/Student Counseling and Guidance Services as,

> An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 79--13.1101).]

This article summarizes the overall average salary increases in the discipline/major field of Counselor Education/Student Counseling and Guidance Services for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Counselor Education/Student Counseling and Guidance Services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.0 for associate professors of Counselor Education/Student Counseling and Guidance Services in the 1993-94 public study means that 28.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Counselor Education/Student Counseling and Guidance Services in the 1993-94 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Counselor Education/Student Counseling and Guidance Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
PUBLIC, 1993-94: MAJOR FIELD: Counselor Education/Student Counseling and Guidance																		
AVERAGE SALARY:	54488	211	61	42437	145	60	34316	148	58	32741	32	23	27824	13	9	44663	517	73
FAC MIX PCT:	40.8%			28.0%			28.6%			6.2%			2.5%			100.0%		
SALARY FACTOR:	0.96			0.94			0.92			0.92			1.00			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: EDUCATION																		
PUBLIC, 1996-97: MAJOR FIELD: Counselor Education/Student Counseling and Guidance																		
AVERAGE SALARY:	60065	179	61	46736	153	62	37820	187	68	36741	41	30	29521	21	12	47397	540	80
FAC MIX PCT:	33.1%			28.3%			34.6%			7.6%			3.9%			100.0%		
SALARY FACTOR:	0.98			0.96			0.95			0.97			0.98			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE, 1993-94: MAJOR FIELD: Counselor Education/Student Counseling and Guidance																		
AVERAGE SALARY:	54595	39	13	44471	27	16	35052	41	22	34028	9	6	28385	3	2	44111	110	30
FAC MIX PCT:	35.5%			24.5%			37.3%			8.2%			2.7%			100.0%		
SALARY FACTOR:	0.94			1.02			0.97			1.00			0.99			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE, 1996-97: MAJOR FIELD: Counselor Education/Student Counseling and Guidance																		
AVERAGE SALARY:	61765	38	13	46494	37	18	39767	41	19	40800	4	3	40000	1	1	49041	117	27
FAC MIX PCT:	32.5%			31.6%			35.0%			3.4%			0.9%			100.0%		
SALARY FACTOR:	0.97			0.98			1.02			1.11			1.26			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Counselor Education/Student Counseling and Guidance Services was reported in 73 of the 248 public institutions. The average salary of the 517 faculty was $44,663. This average salary was approximately 2.2 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Counselor Education/Student Counseling and Guidance Services was reported in 80 of the same 248 public institutions. The average salary of the 540 faculty was $47,397. This average salary was approximately 4.2 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Counselor Education/StudentCounseling and Guidance Services in the public institutions studied was 6.1 percent ($47,397 minus $44,663 equals $2,734). The CPI of increase cost-of-livingbetween October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in CounselorEducation/StudentCounselingand Guidance Services average faculty salaries over the three-year period by 2.5 percent or an average of 0.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/majorfield of Counselor Education/Student Counseling and Guidance Services (6.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.1 percent more than the faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services.

In the 1993-94 study the faculty mix percentage in Counselor Education/Student Counseling and Guidance Services is higher at the professor rank than at the assistant professor rank: 40.8 percent vs. 28.6 percent; and lower in 1996-97 study it is 33.1 percent vs. 34.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Counselor Education/Student Counseling and Guidance Services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 6.2 percent (32/517) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 7.6 percent (41/540) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Counselor Education/Student Counseling and Guidance Services was reported in 30 of the 327 private institutions. The average salary of the 110 faculty was $44,111, an average salary 2.7 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 27 of the same 327 private institutions reported Counselor Education/Student Counseling and Guidance Services. The average salary of the 117 faculty was $49,041, an average salary 1.5 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Counselor Education/Student Counseling and Guidance Services in the private institutions studied was 11.2 percent ($49,041 minus $44,111 equals $4,930). The CPI increased cost-of-living between October 1993 and October

1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Counselor Education/Student Counseling and Guidance Services over the three-year time period, is 2.6 percent or .9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Counselor Education/Student Counseling and Guidance Services (11.2%), the faculty in ALL MAJOR FIELDS increased their salaries 1.4 percent (11.2% minus 9.8% equals 1.4%) less than faculty in Counselor Education/Student Counseling and Guidance Services.

For both studies in the discipline/majorfield of Counselor Education/StudentCounseling and Guidance Services , the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 35.5 percent vs. 37.3 percent (1993-94); and 32.5 percent vs 35.0 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Counselor Education/Student Counseling and Guidance Services was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 8.2 percent (9/110) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.4 percent (4/117) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Counselor Education/Student Counseling and Guidance Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--wereconducted for the baseline year and for the trend year--a total of four studies. A total of 984 (0.5%) faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Counselor Education/StudentCounseling and Guidance Services for 1993-94 were two percent and three percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies for 1996-97 the average faculty salary factors for all ranks in Counselor Education/Student Counseling and Guidance Services in 1996-97 were four percent and one percent below the average faculty the average salary factor for all rank in ALL MAJOR FIELDS.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Counselor Education/StudentCounseling and Guidance Services in the public institutions received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in the 1993-94 public study in Counselor Education/Student Counseling and Guidance Services , the professor rank FAC MIX PCTs is higher than those for the assistant professor rank, and for the 1996-97 public study the professor rank FAC MIX PCT is lower. In both the 1993-94 and 1996-97 private studies in Counselor Education/StudentCounseling and Guidance Services, the professor rank FAC MIX PCTs are lower than those for assistant professor rank, indicating that in the private studies the discipline/major field of Counselor Education/Student

Counseling and Guidance Services is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Counselor Education/Student Counseling and Guidance Services in the 1993-94 and 1996-97 public studies and in the 1993-94 private study were higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1996-97 private study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Counselor Education/Student Counseling and Guidance Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN CURRICULUM AND INSTRUCTION FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Curriculum and Instruction. The CIP defines the discipline/major field of Curriculum and Instruction as,

> An instructional program that describes the study of the curriculum and related instructional processes and tools, and that may prepare individuals to serve as professional curriculum specialists. Includes instruction in curriculum theory, curriculum design and planning, instructional material design and evaluation, curriculum evaluation, and applications to specific subject-matter, programs or education levels.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 75--13.0301).]

This article summarizes the overall average salary increases in the discipline/major field of Curriculum and Instruction for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Curriculum and Instruction for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.9 for associate professors of Curriculum and Instruction in the 1993-94 public study means that 26.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of Curriculum and Instruction in the 1993-94 public study means that their average salary is one percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Curriculum and Instruction with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PUBLIC, 1993-94:																		
AVERAGE SALARY:	54372	339	56	44544	259	60	35255	298	57	34707	48	24	27118	67	26	43917	963	63
FAC MIX PCT:	35.2%			26.9%			30.9%			5.0%			7.0%			100.0%		
SALARY FACTOR:	0.96			0.99			0.95			0.97			0.97			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PUBLIC, 1996-97:																		
AVERAGE SALARY:	57034	339	63	45226	325	66	37454	368	68	36047	70	38	30825	73	28	45309	1105	73
FAC MIX PCT:	30.7%			29.4%			33.3%			6.3%			6.6%			100.0%		
SALARY FACTOR:	0.93			0.93			0.94			0.95			1.02			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PRIVATE, 1993-94:																		
AVERAGE SALARY:	55948	43	13	46331	25	9	37430	33	11	37870	5	3	27797	3	3	46948	104	16
FAC MIX PCT:	41.3%			24.0%			31.7%			4.8%			2.9%			100.0%		
SALARY FACTOR:	0.97			1.06			1.03			1.12			0.97			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Curriculum and Instruction											
PRIVATE, 1996-97:																		
AVERAGE SALARY:	62131	33	12	49468	26	9	42586	28	8	49800	2	2	29196	2	2	51543	89	13
FAC MIX PCT:	37.1%			29.2%			31.5%			2.2%			2.2%			100.0%		
SALARY FACTOR:	0.98			1.04			1.09			1.36			0.92			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Curriculum and Instruction was reported in 63 of the 248 public institutions. The average salary of the 963 faculty was $43,917. This average salary was approximately 3.9 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Curriculum and Instruction was reported in 73 of the same 248 public institutions. The average salary of the 1,105 faculty was $45,309. This average salary was approximately 9.0 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Curriculum and Instruction in the public institutions studied was 3.2 percent ($45,309 minus $43,917 equals $1,392). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Curriculum and Instruction average faculty salaries over the three-year period by 5.4 percent or an average of 1.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Curriculum and Instruction (3.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.1 percent more than the faculty in the discipline/major field of Curriculum and Instruction.

In the 1993-94 study the faculty mix percentage in Curriculum and Instruction is higher at the professor rank than at the assistant professor rank: 35.2 percent vs. 30.9 percent; in the 1996-97 study it is 30.7 percent vs. 33.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Curriculum and Instruction in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.0 percent (48/963) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 6.3 percent (70/1,105) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Curriculum and Instruction was reported in 16 of the 327 private institutions. The average salary of the 104 faculty was $46,948, an average salary 3.6 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 13 of the same 327 private institutions reported Curriculum and Instruction. The average salary of the 89 faculty was $51,543, an average salary 3.6 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Curriculum and Instruction in the private institutions studied was 9.8 percent ($51,543 minus $46,948 equals $4,595). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Curriculum and Instruction over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Curriculum and Instruction (9.8%), the faculty in ALL MAJOR FIELDS increased their salaries virtually the same percentage as faculty in Curriculum and Instruction.

For both studies in the discipline/major field of Curriculum and Instruction, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 41.3 percent vs. 31.7 percent (1993-94); and 37.1 percent vs 31.5 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Curriculum and Instruction was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.8 percent (5/104) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 2.2 percent (2/89) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Curriculum and Instruction and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,261 (1.0%) faculty in the discipline/major field of Curriculum and Instruction participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Curriculum and Instruction 1993-94 were 4 percent below and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Curriculum and Instruction in 1996-97 were eight percent below and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Curriculum and Instruction in the public institutions received an average annual salary increase of 1.8 percent below the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, with the exception of the 1996-97 public study in Curriculum and Instruction, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Curriculum and Instruction is firmly established and ongoing in the academy.

Finally, with the exception of the 1996-97 private study, the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Curriculum and Instruction has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

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APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical
University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of
Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at
Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN DRAMA/THEATER ARTS, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Drama/Theater Arts, General. The CIP defines the discipline/major field of Drama/Theater Arts, General as,

> An instructional program that generally describes the study of dramatic works and their performance. Includes instruction in major works of dramatic literature, dramatic styles and types, and the principles of organizing and producing full productions,*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 164--50.0501).]

This article summarizes the overall average salary increases in the discipline/major field of Drama/Theater Arts, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Drama/Theater Arts, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.8 for associate professors of Drama/Theater Arts, General in the 1993-94 public study means that 31.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.91 for associate professors in the discipline/major field of Drama/Theater Arts, General in the 1993-94 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Drama/Theater Arts, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	PROF NUM	PROF N/IN	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
PUBLIC, 1993-94: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	53911	289	112	41030	300	122	31941	302	115	30630	52	39	26412	51	34	41277	942	152
FAC MIX PCT:	30.7%			31.8%			32.1%			5.5%			5.4%			100.0%		
SALARY FACTOR:	0.95			0.91			0.86			0.86			0.95			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	58194	290	113	44078	303	116	34657	285	118	32930	56	48	28243	65	36	44480	943	153
FAC MIX PCT:	30.8%			32.1%			30.2%			5.9%			6.9%			100.0%		
SALARY FACTOR:	0.95			0.91			0.87			0.87			0.93			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	50801	116	75	40334	162	96	31717	206	112	31068	33	25	26564	23	20	38603	507	163
FAC MIX PCT:	22.9%			32.0%			40.6%			6.5%			4.5%			100.0%		
SALARY FACTOR:	0.88			0.92			0.88			0.92			0.92			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																		
AVERAGE SALARY:	56245	125	78	44021	199	98	34260	203	98	31637	34	30	29415	25	23	42538	552	159
FAC MIX PCT:	22.6%			36.1%			36.8%			6.2%			4.5%			100.0%		
SALARY FACTOR:	0.89			0.93			0.88			0.86			0.92			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Drama/Theater Arts, General was reported in 152 of the 248 public institutions. The average salary of the 942 faculty was $41,277. This average salary was approximately 10.6 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Drama/Theater Arts, General was reported in 153 of the same 248 public institutions. The average salary of the 943 faculty was $44,480. This average salary was approximately 11 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Drama/Theater Arts, General in the public institutions studied was 7.6 percent ($44,480 minus $41,277 equals $3,203). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Drama/Theater Arts, General average faculty salaries over the three-year period by 1.0 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Drama/Theater Arts, General (7.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 0.6 percent more than the faculty in the discipline/major field of Drama/Theater Arts, General.

In the 1993-94 study the faculty mix percentage in Drama/Theater Arts, General is lower at the professor rank than at the assistant professor rank: 30.7 percent vs. 32.1 percent; in the 1996-97 study it is 30.8 percent vs. 30.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Drama/Theater Arts, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.5 percent (52/942) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.9 percent (56/943) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Drama/Theater Arts, General was reported in 163 of the 327 private institutions. The average salary of the 507 faculty was $38,603, an average salary 17.4 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 159 of the same 327 private institutions reported Drama/Theater Arts, General. The average salary of the 552 faculty was $42,538, an average salary 17.0 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Drama/Theater Arts, General in the private institutions studied was 10.2 percent ($42,538 minus $38,603 equals $3,935). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Drama/Theater Arts, General over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Drama/Theater Arts, General (10.2%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent (10.2% minus 9.8% equals .4%) less than faculty in Drama/Theater Arts, General.

For both studies in the discipline/major field of Drama/Theater Arts, General the faculty mix percentage is lower at the professor rank in 1993-94 in comparison to the assistant professor rank and higher in the 1996-97: 22.9 percent vs. 40.6 percent; and 22.6 percent vs 36.8 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Drama/Theater Arts, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 6.5 percent (33/507) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.5 percent (34/552) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Drama/Theater Arts, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,944 (1.3%) faculty in the discipline/major field of Drama/Theater Arts, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Drama/Theater Arts, General in 1993-94 were 10 percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Drama/Theater Arts, General in 1996-97 were 10 percent and 15 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Drama/Theater Arts, General in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1993-94 public and the 1993-94 and 1996-97 private studies in Drama/Theater Arts, General, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, and in the 1996-97 public study it was higher, indicating that in both the public and private studies the discipline/major field of Drama/Theater Arts, General is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Drama/Theater Arts, General in the 1993-94 and 1996-97 public studies and in the 1993-94 and 1996-97 private studies were higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Drama/Theater Arts, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ECONOMICS, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Economics, General. The CIP defines the discipline/major field of Economics, General as,

> An instructional program that generally describes the systematic study of the production, conservation and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro-and macro-economics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 144--45.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Economics, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Economics, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.5 for associate professors of Economics, General in the 1993-94 public study means that 28.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.10 for associate professors in the discipline/major field of Economics, General in the 1993-94 public study means that their average salary is ten percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Economics, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Economics, General																	
AVERAGE SALARY:	62185	479	109	49464	339	109	43109	321	106	42197	31	19	31403	50	31	52114	1189	131
FAC MIX PCT:	40.3%			28.5%			27.0%			2.6%			4.2%			100.0%		
SALARY FACTOR:	1.09			1.10			1.16			1.19			1.13			1.14		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Economics, General																	
AVERAGE SALARY:	65803	499	112	52320	342	102	46184	224	96	47382	34	25	34149	17	15	56982	1082	127
FAC MIX PCT:	46.1%			31.6%			20.7%			3.1%			1.6%			100.0%		
SALARY FACTOR:	1.07			1.07			1.16			1.25			1.13			1.15		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Economics, General																	
AVERAGE SALARY:	69789	261	98	46449	243	107	41287	205	90	40231	29	23	33799	15	15	53139	724	149
FAC MIX PCT:	36.0%			33.6%			28.3%			4.0%			2.1%			100.0%		
SALARY FACTOR:	1.21			1.06			1.14			1.19			1.18			1.17		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Economics, General																	
AVERAGE SALARY:	78819	280	97	52084	257	106	45627	191	85	42612	24	19	38756	12	10	60317	740	148
FAC MIX PCT:	37.8%			34.7%			25.8%			3.2%			1.6%			100.0%		
SALARY FACTOR:	1.24			1.10			1.17			1.16			1.22			1.21		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Economics, General was reported in 131 of the 248 public institutions. The average salary of the 1,189 faculty was $52,114. This average salary was approximately 14.2 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Economics, General was reported in 127 of the same 248 public institutions. The average salary of the 1,082 faculty was $56,982. This average salary was approximately 15.4 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Economics, General in the public institutions studied was 9.3 percent ($56,982 minus $52,114 equals $4,868). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Economics, General average faculty salaries over the three-year period by .7 percent or an average of .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Economics, General (9.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent less than the faculty in the discipline/major field of Economics, General.

In the 1993-94 study the faculty mix percentage in Economics, General is higher at the professor rank than at the assistant professor rank: 40.3 percent vs. 27.0 percent; in the 1996-97 study it is 46.1 percent vs. 20.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent

vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Economics, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 2.6 percent (31/1,189) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.1 percent (34/1,082) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Economics, General was reported in 149 of the 327 private institutions. The average salary of the 724 faculty was $53,139, an average salary 17.3 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 148 of the same 327 private institutions reported Economics, General. The average salary of the 740 faculty was $60,317, an average salary 23 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Economics, General in the private institutions studied was 13.5 percent ($60,317 minus $53,139 equals $7,178). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Economics, General over the three-year time period, is 4.9 percent or 1.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Economics, General (13.5%), the faculty in ALL MAJOR FIELDS increased their salaries 3.7 percent (13.5% minus 9.8% equals 3.7%) less than faculty in Economics, General.

For the 1993-94 study in the discipline/major field of Economics, General the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 36.0 percent vs. 28.3 percent; and higher in 1996-97 study, 37.8 percent vs 25.8 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Economics, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.0 percent (29/724) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.2 percent (24/740) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Economics, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,735 (1.7%) faculty in the discipline/major field of Economics, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Economics, General in 1993-94 were 14 percent and 17 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

In both the public and private studies the average faculty salary factors for all ranks in Economics, General in 1996-97 were 15 percent and 21 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Economics, General in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Economics, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Economics, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Economics, General in both the public and private studies for all study years was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Economics, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Education. The CIP defines the discipline/major field of Education as,

> A summary of groups of Instructional Programs that describe the theory and practice of learning and teaching, and related research, administrative and support service.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 74--13).]

This article summarizes the overall average salary increases in the discipline/major field of Education for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.4 for associate professors of Education in the 1993-94 public study means that 29.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Education in the 1993-94 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: EDUCATION MAJOR FIELD: Education											
AVERAGE SALARY:	53209	1311	166	42524	1173	171	35089	1261	170	34548	194	84	28175	241	79	42818	3986	178
FAC MIX PCT:	32.9%			29.4%			31.6%			4.9%			6.0%			100.0%		
SALARY FACTOR:	0.94			0.94			0.94			0.97			1.01			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: EDUCATION MAJOR FIELD: Education											
AVERAGE SALARY:	60229	1162	158	48164	1177	158	39217	1299	158	37284	215	89	30977	250	71	47676	3888	168
FAC MIX PCT:	29.9%			30.3%			33.4%			5.5%			6.4%			100.0%		
SALARY FACTOR:	0.98			0.99			0.98			0.98			1.02			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: EDUCATION MAJOR FIELD: Education											
AVERAGE SALARY:	52477	437	153	39947	494	175	33335	555	187	31609	94	65	27318	123	74	40104	1609	229
FAC MIX PCT:	27.2%			30.7%			34.5%			5.8%			7.6%			100.0%		
SALARY FACTOR:	0.91			0.92			0.92			0.93			0.95			0.89		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: EDUCATION MAJOR FIELD: Education											
AVERAGE SALARY:	57716	426	149	43817	563	196	36665	626	194	34487	106	84	30739	102	59	43881	1717	236
FAC MIX PCT:	24.8%			32.8%			36.5%			6.2%			5.9%			100.0%		
SALARY FACTOR:	0.91			0.92			0.94			0.94			0.97			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Education was reported in 178 of the 248 public institutions. The average salary of the 3,986 faculty was $42,818. This average salary was approximately 6.6 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Education was reported in 168 of the same 248 public institutions. The average salary of the 3,888 faculty was $47,676. This average salary was approximately 3.5 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Education in the public institutions studied was 11.3 percent ($47,676 minus $42,818 equals $4,858). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Education average faculty salaries over the three-year period by 2.7 percent or an average of .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Education (11.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.1 percent less than the faculty in the discipline/major field of Education.

In the 1993-94 study the faculty mix percentage in Education is higher at the professor rank than at the assistant professor rank: 32.9 percent vs. 31.6 percent; in the 1996-97 study it is 29.9 percent vs. 33.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent

(1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.9 percent (194/3,986) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.5 percent (215/3,888) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Education was reported in 229 of the 327 private institutions. The average salary of the 1,609 faculty was $40,104, an average salary 13.0 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 236 of the same 327 private institutions reported Education. The average salary of the 1,717 faculty was $43,881, an average salary 13.4 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Education in the private institutions studied was 9.4 percent ($43,881 minus $40,104 equals $3,777). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Education over the three-year time period, is .8 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Education (9.4%), the faculty in ALL MAJOR FIELDS increased their salaries .4 percent (9.8% minus 9.4% equals .4%) more than faculty in Education.

For both studies in the discipline/major field of Education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 27.2 percent vs. 34.5 percent (1993-94); and 24.8 percent vs 36.5 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Education was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.8 percent (94/1609) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.2 percent (106/1717) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 11,200 (5.1%) faculty in the discipline/major field of Education participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Education 1993-94 were 6 percent and 11 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

In both the public and private studies the average faculty salary factors for all ranks in Education in 1996-97 were 3 percent and 12 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Education in the public institutions received an average annual salary increase of .9 percent above the cost-of-living. In the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in the 1993-94 public study in Education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, and lower for the professor level for the 1996-97 public and the 1993-94 and 1996-97 private studies. This would indicate that in both the public and private studies the discipline/major field of Education is still emerging in the academy.

Finally, the hiring rates of new assistant professors in Education in the 1993-94 and 1996-97 public studies, and in the 1993-94 and 1996-97 private studies were higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State Univers[illegible] MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Education Administration and Supervision. The CIP defines the discipline/major field of Education Administration and Supervision as,

> An instructional program that generally describes the study of the principles and techniques of administering a wide variety of schools and other educational organizations and facilities, supervising educational personnel at the school of staff level, and that may prepare individuals as general administrators and supervisors.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P.75--0401).]

This article summarizes the overall average salary increases in the discipline/major field of Education Administration and Supervision for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Education Administration and Supervision for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.9 for associate professors of Educational Administration and Supervision in the 1993-94 public study means that 30.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of Education Administration and Supervision in the 1993-94 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Education Administration and Supervision with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Education Administration and Supervision, General																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	54961	261	71	44016	181	64	36880	135	55	35968	12	11	29449	8	5	47053	585	79
FAC MIX PCT:	44.6%			30.9%			23.1%			2.1%			1.4%			100.0%		
SALARY FACTOR:	0.97			0.98			0.99			1.01			1.06			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education Administration and Supervision, General																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	60956	244	72	48586	190	74	39548	147	60	39402	35	25	30876	7	7	51249	588	87
FAC MIX PCT:	41.5%			32.3%			25.0%			6.0%			1.2%			100.0%		
SALARY FACTOR:	0.99			1.00			0.99			1.04			1.02			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education Administration and Supervision, General																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	51577	20	12	42955	32	16	35198	24	16	34568	9	7	29617	3	2	42275	79	25
FAC MIX PCT:	25.3%			40.5%			30.4%			11.4%			3.8%			100.0%		
SALARY FACTOR:	0.89			0.98			0.97			1.02			1.03			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education Administration and Supervision, General																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	56116	19	8	47849	31	13	40031	23	11	36685	5	3				47537	73	19
FAC MIX PCT:	26.0%			42.5%			31.5%			6.8%						100.0%		
SALARY FACTOR:	0.88			1.01			1.02			1.00						0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Educational Administration and Supervision was reported in 79 of the 248 public institutions. The average salary of the 585 faculty was $47,053. This average salary was approximately 3.1 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Educational Administration and Supervision was reported in 87 of the same 248 public institutions. The average salary of the 588 faculty was $51,249. This average salary was approximately 3.8 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Educational Administration and Supervision in the public institutions studied was 8.9 percent ($51,249 minus $47,053 equals $4,196). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Educational Administration and Supervision average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Educational Administration and Supervision (8.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent less than the faculty in the discipline/major field of Educational Administration and Supervision.

In the 1993-94 study the faculty mix percentage in Educational Administration and Supervision is higher at the professor rank than at the assistant professor rank: 44.6 percent vs. 23.1 percent; in the 1996-97 study it is 41.5 percent vs. 25.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Educational Administration and Supervision in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 2.1 percent (12/585) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 6.0 percent (35/588) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Educational Administration and Supervision was reported in 25 of the 327 private institutions. The average salary of the 79 faculty was $42,275, an average salary 7.2 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 19 of the same 327 private institutions reported Educational Administration and Supervision. The average salary of the 73 faculty was $47,537, an average salary 4.7 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Educational Administration and Supervision in the private institutions studied was 12.5 percent ($47,537 minus $42,275 equals $5,262). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Educational Administration and Supervision over the three-year time period, is 3.9 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Educational Administration and Supervision (12.5%), the faculty in ALL MAJOR FIELDS increased their salaries 2.7 percent (12.5% minus 9.8% equals 2.7%) less than faculty in Educational Administration and Supervision.

For both studies in the discipline/major field of Educational Administration and Supervision, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 25.3 percent vs. 30.4 percent (1993-94); and 26.0 percent vs 31.5 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Educational Administration and Supervision was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 11.4 percent (9/79) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 6.8 percent (5/73) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Educational Administration and Supervision and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,325 (.6%) faculty in the discipline/major field of Educational Administration and Supervision participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in the public and private studies, the average faculty salary factors in the discipline/major field of Educational Administration and Supervision 1993-94 were three percent above and seven percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In the public and private studies the average faculty salary factors for all ranks in Educational Administration and Supervision in 1996-97 were four percent above and four percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Educational Administration and Supervision in the public institutions received an average annual salary increase of .1 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies in Educational Administration and Supervision, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, and in the private 1993-94 and 1996-97 studies the FAC MIX PCTs are lower than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Educational Administration and Supervision in the 1993-94 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1996-97 public study and in the 1993-94 and 1996-97 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Educational Administration and Supervision has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State
University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and
Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at
Brockport (NY)
State University of New York College at
Cortland (NY)
State University of New York College at
Fredonia (NY)
State University of New York College at
Geneseo (NY)
State University of New York College at
Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University
College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN EDUCATIONAL/INSTRUCTIONAL MEDIA TECHNOLOGY/TECHNICIAN FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Educational/Instructional Media Tech./Technician. The CIP defines the discipline/major field of Educational/Instructional Media Tech./Technician as,

> An instructional program that prepares individuals to assist instructional media designers and other communications professionals in preparing educational and training films, tapes, recordings, videos, slides and overheads, and in operating related technical equipment.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P.69--10.0101).]

This article summarizes the overall average salary increases in the discipline/major field of Educational/InstructionalMedia Tech./Technician for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in

1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Educational/Instructional Media Tech./Technician for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.7 for associate professors of Educational/Instructional Media Tech./Technician in the 1993-94 public study means that 32.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.92 for associate professors in the discipline/major field of Educational/Instructional Media/Technician in the 1993-94 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Educational/Instructional Media Tech/Technician with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:	DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Educational/Instructional Media Tech./Technician																	
AVERAGE SALARY:	53797	34	15	41522	49	17	35439	45	17	36347	8	6	27468	22	6	40418	150	22
FAC MIX PCT:	22.7%			32.7%			30.0%			5.3%			14.7%			100.0%		
SALARY FACTOR:	0.95			0.92			0.95			1.02			0.99			0.89		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:	DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Educational/Instructional Media Tech./Technician																	
AVERAGE SALARY:	60355	50	20	50341	43	20	38791	55	22	36796	9	7	30407	12	8	48005	160	28
FAC MIX PCT:	31.3%			26.9%			34.4%			5.6%			7.5%			100.0%		
SALARY FACTOR:	0.98			1.03			0.97			0.97			1.01			0.97		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Educational/Instructional Media Tech./Technician																	
AVERAGE SALARY:	49280	10	6	40566	28	13	33798	29	18	34962	5	4	27028	5	5	38110	72	26
FAC MIX PCT:	13.9%			38.9%			40.3%			6.9%			6.9%			100.0%		
SALARY FACTOR:	0.85			0.93			0.93			1.03			0.94			0.84		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:	DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Educational/Instructional Media Tech./Technician																	
AVERAGE SALARY:	51460	18	8	41692	13	7	36875	16	12	26993	1	1	26895	4	4	42468	51	17
FAC MIX PCT:	35.3%			25.5%			31.4%			2.0%			7.8%			100.0%		
SALARY FACTOR:	0.81			0.88			0.94			0.74			0.85			0.85		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Educational/InstructionalMedia Tech./Technicianwas reported in 22 of the 248 public institutions. The average salary of the 150 faculty was $40,418. This average salary was approximately 12.9 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Educational/Instructional Media Tech./Technicianwas reported in 28 of the same 248 public institutions. The average salary of the 160 faculty was $48,005. This average salary was approximately 2.8 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Educational/Instructional Media Tech./Technician in the public institutions studied was 18.8 percent ($48,005 minus $40,418 equals $7,587). The CPI of increase cost-of-livingbetween October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Educational/Instructional Media Tech./Technician average faculty salaries over the three-year period by 10.2 percent or an average of 3.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Educational/Instructional Media Tech./Technician (18.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 10.6 percent less than the faculty in the discipline/major field of Educational/Instructional Media Tech./Technician.

In the 1993-94 study the faculty mix percentage in Educational/Instructional Media Tech./Technicianis lower at the professor rank than at the assistant professor rank: 22.7 percent vs.

30.0 percent; in the 1996-97 study it is 31.3 percent vs. 34.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Educational/Instructional Media Tech./Technician in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.3 percent (8/150) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.6 percent (9/160) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Educational/Instructional Media Tech./Technician was reported in 26 of the 327 private institutions. The average salary of the 72 faculty was $38,110, an average salary 18.9 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 17 of the same 327 private institutions reported Educational/Instructional Media Tech./Technician. The average salary of the 51 faculty was $42,468, an average salary 17.2 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Educational/Instructional Media Tech./Technician in the private institutions studied was 11.4 percent ($42,468 minus $38,110 equals $4,358). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Educational/Instructional Media Tech./Technician over the three-year time period, is 2.8 percent or 0.9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Educational/InstructionalMedia Tech./Technician (11.4%), the faculty in ALL MAJOR FIELDS increased their salaries 1.6 percent (11.4% minus 9.8% equals 1.6%) less than faculty in Educational/Instructional Media Tech./Technician.

For the 1993-94 study in the discipline/major field of Educational/Instructional Media Tech./Technician, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 13.9 percent vs. 40.3 percent; and higher in the 1996-97 study at the professor rank: 35.3 percent vs 31.4 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Educational/Instructional Media Tech./Technician was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 6.9 percent (5/72) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 2.0 percent (1/51) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Educational/Instructional Media Tech./Technician and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 433 (.2%) faculty in the discipline/major field of Educational/Instructional Media Tech./Technician participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Educational/Instructional Media Tech./Technician 1993-94 were 11 percent and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Educational/Instructional Media Tech./Technician in 1996-97 were three percent and 13 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Educational/Instructional Media Tech./Technician in the public institutions received an average annual salary increase of 3.4 percent above the cost-of-living. In the private institutions the annual average salary increase was 0.9 percent above the cost-of-living.

Except in the 1996-97 private study in Educational/Instructional Media Tech./Technician, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Educational/Instructional Media Tech./Technician is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Educational/Instructional Media Tech./Technician in the 1993-94 & 1996-97 public studies and the 1993-94 private study was higher than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1996-97 private study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Educational/Instructional Media Tech./Technician has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

- Abilene Christian University (TX)
- Adrian College (MI)
- Agnes Scott College (GA)
- Albertson College of Idaho (ID)
- Albertus Magnus College (CT)
- Alfred University (NY)
- Allegheny College (PA)
- Allentown College of St. Francis De Sales (PA)
- Alma College (MI)
- Alvernia College (PA)
- Alverno College (WI)
- American University (DC)
- Amherst College (MA)
- Anderson University (IN)
- Anna Maria College (MA)
- Aquinas College (MI)
- Ashbury College (KY)
- Ashland University (OH)
- Aurora University (IL)
- Avila College (MO)
- Azusa Pacific University (GA)
- Babson College (MA)
- Baldwin-Wallace College (OH)
- Barber-Scotia College (NC)
- Barnard College (NY)
- Beaver College (PA)
- Bellarmine College (KY)
- Belmont Abbey College (NC)
- Belmont University (TN)
- Benedict College (SC)
- Bennett College (NC)
- Bentley College (MA)
- Bethany College (WV)
- Bethel College (IN)
- Bethel College (KS)
- Bethel College (MN)
- Biola University (CA)
- Birmingham-Southern College (AL)
- Blackburn University (IL)
- Bloomfield College (NJ)
- Boston University (MA)
- Bradley University (IL)
- Brandeis University (MA)
- Brenau College (GA)
- Briar Cliff College (IA)
- Bryn Mawr College (PA)
- Bucknell University (PA)
- Butler University (IN)
- Cabrini College (PA)
- Caldwell College (NJ)
- Calvin College (MI)
- Capitol College (MD)
- Cardinal Stritch College (WI)
- Case Western Reserve University (OH)
- Catawba College (NC)
- Catholic University of America (DC)
- Cazenovia College (NY)
- Cedar Crest College (PA)
- Cedarville College (OH)
- Central University (IA)
- Chapman University (CA)
- Christian Brothers University (TN)
- Clarkson College (NE)
- Clarkson University (NY)
- Clear Creek Baptist Bible College (KY)
- College of Mount St. Joseph (OH)
- College of Notre Dame of Maryland (MD)
- College of Saint Benedict (MN)
- College of Saint Elizabeth (NJ)
- College of Saint Mary (NE)
- College of Saint Rose (NY)
- College of St. Catherine (MN)
- College of St. Scholastica (MN)
- College of the Southwest (MN)
- Colorado Christian University (CO)
- Columbia College (MO)
- Columbia College (SC)
- Columbia International University (SC)
- Concordia College (Moorhead) (MN)
- Concordia College (NE)
- Concordia College (NY)
- Concordia University Wisconsin (WI)
- Cooper Union for the Advancement of Science and Art, The (NY)
- Culver-Stockton College (MO)
- D'Youville College (NY)
- Davidson College (NC)
- Davis & Elkins College (WV)
- Defiance College, The (OH)
- DePaul University (IL)
- Dickinson College (PA)
- Doane College (NE)
- Dominican College of Blauvelt (NY)
- Dordt College, Inc. (IA)
- Drake University (IA)
- Drexel University (PA)
- Drury College (MO)
- East Texas Baptist University (TX)
- Eastern Mennonite College and Seminary (VA)
- Eckerd College (FL)

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Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Engineering. The CIP defines the discipline/major field of Engineering as,

> A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 85--14).]

This article summarizes the overall average salary increases in the discipline/major field of Engineering for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Engineering for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average sala[illegible]

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.1 for associate professors of Engineering in the 1993-94 public study means that 32.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.19 for associate professors in the discipline/major field of Engineering in the 1993-94 public study means that their average salary is 19 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Engineering with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94: DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
AVERAGE SALARY:	69104	1033	63	53810	852	68	46190	724	66	44781	104	38	33574	45	25	57341	2654	74
FAC MIX PCT:	38.9%			32.1%			27.3%			3.9%			1.7%			100.0%		
SALARY FACTOR:	1.21			1.19			1.24			1.26			1.20			1.26		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97: DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
AVERAGE SALARY:	75731	1045	71	58135	914	72	49999	645	72	49714	95	41	33687	42	18	62713	2646	80
FAC MIX PCT:	39.5%			34.5%			24.4%			3.6%			1.6%			100.0%		
SALARY FACTOR:	1.23			1.19			1.25			1.31			1.11			1.27		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
AVERAGE SALARY:	75615	799	46	55192	519	46	47094	392	46	43572	56	24	32842	17	11	62583	1727	53
FAC MIX PCT:	46.3%			30.1%			22.7%			3.2%			1.0%			100.0%		
SALARY FACTOR:	1.31			1.26			1.30			1.28			1.14			1.38		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97: DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
AVERAGE SALARY:	80978	875	50	59528	567	52	51594	369	50	49475	38	21	41532	6	4	68187	1817	56
FAC MIX PCT:	48.2%			31.2%			20.3%			2.1%			0.3%			100.0%		
SALARY FACTOR:	1.27			1.26			1.32			1.35			1.31			1.37		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Engineering was reported in 74 of the 248 public institutions. The average salary of the 2,654 faculty was $57,341. This average salary was approximately 25.6 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table. Engineering was reported in 80 of the same 248 public institutions. The average salary of the 2,646 faculty was $62,713. This average salary was approximately 27.0 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Engineering in the public institutions studied was 8.6 percent ($62,713 minus $57,341 equals $5,372). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Engineering average faculty salaries over the three-year period virtually equal to the CPI increase for the same period of time.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Engineering (8.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent less than the faculty in the discipline/major field of Engineering .

In the 1993-94 study the faculty mix percentage in Engineering is higher at the professor rank than at the assistant professor rank: 38.9 percent vs. 27.3 percent; in the 1996-97 study it is 39.5 percent vs. 24.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Engineering in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.9 percent (104/2,654) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 3.6 percent (95/2,646) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Engineering was reported in 53 of the 327 private institutions. The average salary of the 1,727 faculty was $62,583, an average salary 38.2 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 56 of the same 327 private institutions reported Engineering. The average salary of the 1,817 faculty was $68,187, an average salary 39.0 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Engineering in the private institutions studied was 9.0 percent ($68,187 minus $62,583 equals $5,604). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Engineering over the three-year time period, is .4 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 8.3 percent ($49,048 minus $45,301 equals $3,747). In comparison to Engineering (9.0%), the faculty in ALL MAJOR FIELDS increased their salaries .7 percent (9.0% minus 8.3% equals .7%) less than faculty in Engineering.

For both studies in the discipline/major field of Engineering, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 46.3 percent vs. 22.7

percent (1993-94); and 48.2 percent vs 20.3 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.2 percent (56/1,727) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 2.1 percent (38/1,817) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Engineering and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,844 (4.0%) faculty in the discipline/major field of Engineering participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Engineering 1993-94 were 26 percent and 38 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Engineering in 1996-97 were 27 percent and 37 percent above the average salary factors for all ranks in ALL

MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Engineering in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In the private institutions the annual average salary increase was .1 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Engineering, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Engineering is well established in the academy.

Finally, the hiring rate of new assistant professors in Engineering in the 1993-94 and 1996-97 public studies was lower than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1993-94 and 1996-97 private studies was lower than the hiring rate for ALL MAJOR FIELDS as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Engineering has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ENGINEERING-RELATED TECHNOLOGIES FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Engineering-Related Technologies. The CIP defines the discipline/major field of Engineering-Related Technologies as,

> A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 93--15).]

This article summarizes the overall average salary increases in the discipline/major field of Engineering-Related Technologies for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Engineering-Related Technologies for both public and private participating institutions by rank, including NEW ASST

PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 34.6 for associate professors of Engineering-Related Technologies in the 1993-94 public study means that 34.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of Engineering-Related Technologies in the 1993-94 public study means that their average salary is virtually the same as the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Engineering-Related Technologies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	52394	280	69	44999	390	77	37537	368	78	37998	42	30	30610	89	38	43263	1127	89
FAC MIX PCT:	24.8%			34.6%			32.7%			3.7%			7.9%			100.0%		
SALARY FACTOR:	0.92			1.00			1.01			1.07			1.10			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	57785	267	74	48398	367	75	41301	312	77	41049	43	28	33446	71	36	47641	1017	86
FAC MIX PCT:	26.3%			36.1%			30.7%			4.2%			7.0%			100.0%		
SALARY FACTOR:	0.94			0.99			1.04			1.08			1.11			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	52976	29	8	46154	32	12	38696	26	10	42500	3	2	40312	6	5	45819	93	15
FAC MIX PCT:	31.2%			34.4%			28.0%			3.2%			6.5%			100.0%		
SALARY FACTOR:	0.92			1.06			1.07			1.25			1.40			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	60178	29	8	45473	22	8	40256	14	7				36515	4	4	50076	69	11
FAC MIX PCT:	42.0%			31.9%			20.3%						5.8%			100.0%		
SALARY FACTOR:	0.95			0.96			1.03						1.15			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Engineering-Related Technologies was reported in 89 of the 248 public institutions. The average salary of the 1,127 faculty was $43,263. This average salary was approximately 5.5 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Engineering-RelatedTechnologies was reported in 86 of the same 248 public institutions. The average salary of the 1,017 faculty was $47,641. This average salary was approximately3.6 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Engineering-Related Technologies in the public institutions studied was 10.1 percent ($47,641 minus $43,263 equals $4,378). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Engineering-Related Technologies average faculty salaries over the three-year period by 1.5 percent or an average of .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/majorfield of Engineering-Related Technologies (10.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.0 percent less than the faculty in the discipline/major field of Engineering-Related Technologies.

In the 1993-94 study the faculty mix percentage in Engineering-Related Technologies is lower at the professor rank than at the assistant professor rank: 24.8 percent vs. 32.7 percent; in the 1996-97 study it is 26.3 percent vs. 30.7 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Engineering-Related Technologies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.7 percent (42/1,127) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 4.2 percent (43/1,107) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Engineering-Related Technologies was reported in 15 of the 327 private institutions. The average salary of the 93 faculty was $45,819, an average salary 1.1 percent above the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 11 of the same 327 private institutions reported Engineering-Related Technologies. The average salary of the 69 faculty was $50,076, an average salary .7 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Engineering-Related Technologies in the private institutions studied was 10.0 percent ($50,076 minus $45,819 equals $4,257). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Engineering-Related Technologies over the three-year time period, is 1.4 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Engineering-Related Technologies (10.0%), the faculty in ALL MAJOR FIELDS increased their salaries .2 percent (10.0% minus 9.8% equals .2%) less than faculty in Engineering-Related Technologies.

In the 1993-94 study in the discipline/major field of Engineering-Related Technologies, the faculty mix percentage was higher at the professor rank than at the assistant professor rank: 31.2 percent vs. 28.0 percent (1993-94); and 42.0 percent vs 20.3 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Engineering-Related Technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.2 percent (3/93) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 0.0 percent (0/69) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Engineering-Related Technologies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,306 (1.1%) faculty in the discipline/major field of Engineering-Related Technologies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Engineering-Related Technologies 1993-94 were five percent below and one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Engineering-Related Technologies in 1996-97 were three percent below and one percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Engineering-RelatedTechnologies in the public institutions received an average annual salary increase of .5 percent above the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living, as well.

Third, in the 1993-94 and 1996-97 public studies in Engineering-RelatedTechnologies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in the public institutes the discipline/major field of Engineering-Related Technologies is still emerging in the academy. In the 1993-94 and 1996-97 private studies, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the private institutions, the field of Engineering-Related Technology is well established.

Finally, the hiring rate of new assistant professors in Engineering-Related Technologies in the 1993-94 public studies was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1996-97 public study and in the 1993-94 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Engineering-Related Technologies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ENGLISH LANGUAGE AND LITERATURE/LETTERS FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including English Language and Literature/Letters. The CIP defines the discipline/major field of English Language and Literature/Letters as,

> A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 110--23).]

This article summarizes the overall average salary increases in the discipline/major field of English Language and Literature/Letters for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of English Language and Literature/Letters for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.3 for associate professors of English Language and Literature/Letters in the 1993-94 public study means that 27.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of English Language and Literature/Letters in the 1993-94 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of English Language and Literature/Letters with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: English Language and Literature/Letters																	
AVERAGE SALARY:	53161	1917	235	41982	1596	231	33195	1614	239	31604	232	121	24102	720	144	41020	5847	240
FAC MIX PCT:	32.8%			27.3%			27.6%			4.0%			12.3%			100.0%		
SALARY FACTOR:	0.93			0.93			0.89			0.89			0.86			0.90		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: English Language and Literature/Letters																	
AVERAGE SALARY:	57746	1922	237	44696	1690	233	36001	1550	232	33686	241	124	26522	676	133	44580	5838	241
FAC MIX PCT:	32.9%			28.9%			26.6%			4.1%			11.6%			100.0%		
SALARY FACTOR:	0.94			0.92			0.90			0.89			0.88			0.90		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: English Languages and Literature/Letters																	
AVERAGE SALARY:	52358	995	276	39749	674	247	32488	792	258	30170	96	72	25189	180	90	41330	2641	306
FAC MIX PCT:	37.7%			25.5%			30.0%			3.6%			6.8%			100.0%		
SALARY FACTOR:	0.90			0.91			0.90			0.89			0.88			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:	DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS MAJOR FIELD: English Language and Literature/Letters																	
AVERAGE SALARY:	58598	1029	278	43397	746	250	35456	731	252	32620	109	83	27331	174	85	46025	2680	311
FAC MIX PCT:	38.4%			27.8%			27.3%			4.1%			6.5%			100.0%		
SALARY FACTOR:	0.92			0.92			0.91			0.89			0.86			0.93		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of English Language and Literature/Letters was reported in 240 of the 248 public institutions. The average salary of the 5,847 faculty was $41,020. This average salary was approximately 11.3 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, English Language and Literature/Letterswas reported in 241 of the same 248 public institutions. The average salary of the 5,838 faculty was $44,580. This average salary was approximately 10.7 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of English Language and Literature/Letters in the public institutions studied was 8.7 percent ($44,580 minus $41,020 equals $3,560). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in English Language and Literature/Letters average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of English Language and Literature/Letters (8.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent less than the faculty in the discipline/major field of English Language and Literature/Letters.

In the 1993-94 study the faculty mix percentage in English Language and Literature/Letters is higher at the professor rank than at the assistant professor rank: 32.8 percent vs. 27.6 percent; in the 1996-97 study it is 32.9 percent vs. 26.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in English Language and Literature/Letters in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.0 percent (232/5,847) vs 4.1 percent (3,055/74,123) and lower in 1996-97, 4.1 percent (241/5,838) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of English Language and Literature/Letterswas reported in 306 of the 327 private institutions. The average salary of the 2,641 faculty was $41,330, an average salary 9.6 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 311 of the same 327 private institutions reported English Language and Literature/Letters. The average salary of the 2,680 faculty was $46,025, an average salary 8.1 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in English Language and Literature/Letters in the private institutions studied was 11.4 percent ($46,025 minus $41,330 equals $4,695). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of English Language and Literature/Letters over the three-year time period, is 2.8 percent or .9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to English Language and Literature/Letters (11.4%), the faculty in ALL MAJOR FIELDS increased their salaries 1.6 percent (11.4% minus 9.8% equals 1.6%) less than faculty in English Language and Literature/Letters.

For both studies in the discipline/major field of English Language and Literature/Letters, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 37.7 percent vs. 30.0 percent (1993-94); and 38.4 percent vs 27.3 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in English Language and Literature/Letters was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.6 percent (96/2,641) vs. 4.2 percent (1,491/35,438) and virtually the same in the 1996-97 private study: 4.1 percent (109/2,680) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of English Language and Literature/Letters and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 17,006 (7.7%) faculty in the discipline/major field of English Language and Literature/Letters participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of English Language and Literature/Letters in 1993-94 were 10 percent and 9 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in English Language and Literature/Letters in 1996-97 were 10 percent and seven percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in English Language and Literature/Letters in the public institutions received an average annual salary increase of .3 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public studies and the 1993-94 and 1996-97 private studies in English Language and Literature/Letters, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in English Language and Literature/Letters in the 1993-94 and 1996-97 public studies and in the 1993-94 and 1996-97 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of English Language and Literature/Letters has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN ENTERPRISE MANAGEMENT AND OPERATION, GENERAL FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Enterprise Management and Operation, General. The CIP defines the discipline/major field of Enterprise Management and Operation, General as,

> A group of instructional programs that prepare individuals to develop, own, and operate businesses.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 192--52.07).]

This article summarizes the overall average salary increases in the discipline/major field of Enterprise Management and Operation, General for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Enterprise Management and Operation, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.1 for associate professors of Enterprise Management and Operation, General in the 1993-94 public study means that 32.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 1.10 for associate professors in the discipline/major field of Enterprise Management and Operation, General in the 1993-94 public study means that their average salary is 10 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Enterprise Management and Operation, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operation, General																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	61269	38	14	49475	44	14	44516	40	13	39389	8	5	47935	15	7	51130	137	17
FAC MIX PCT:	27.7%			32.1%			29.2%			5.8%			10.9%			100.0%		
SALARY FACTOR:	1.08			1.10			1.20			1.11			1.72			1.12		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operation, General																		
PUBLIC, 1996-97:																		
AVERAGE SALARY:	67512	18	8	52307	28	8	46156	15	6	51333	3	3	33433	2	2	54587	63	9
FAC MIX PCT	28.6%			44.4%			23.8%			4.8%			3.2%			100.0%		
SALARY FACTOR:	1.10			1.07			1.16			1.35			1.11			1.11		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operations, General																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	58238	8	5	50460	26	6	42605	8	5	39960	1	1	33850	1	1	50059	43	10
FAC MIX PCT:	18.6%			60.5%			18.6%			2.3%			2.3%			100.0%		
SALARY FACTOR:	1.01			1.16			1.18			1.18			1.18			1.11		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Enterprise Management and Operation, General																		
PRIVATE, 1996-97:																		
AVERAGE SALARY:	82808	10	6	70940	11	5	52127	13	10	37000	3	3				67238	34	11
FAC MIX PCT:	29.4%			32.4%			38.2%			8.8%						100.0%		
SALARY FACTOR:	1.30			1.50			1.33			1.01						1.35		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Enterprise Management and Operation, General was reported in 17 of the 248 public institutions. The average salary of the 137 faculty was $51,130. This average salary was approximately 12.0 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Enterprise Management and Operation, General was reported in 9 of the same 248 public institutions. The average salary of the 63 faculty was $54,587. This average salary was approximately 10.6 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Enterprise Management and Operation, General in the public institutions studied was 6.8 percent ($54,587 minus $51,130 equals $3,457). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Enterprise Management and Operation, General average faculty salaries over the three-year period by 1.8 percent or an average of .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Enterprise Management and Operation, General (6.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent more than the faculty in the discipline/major field of Enterprise Management and Operation, General.

In the 1993-94 study the faculty mix.percentage in Enterprise Management and Operation, General is lower at the professor rank than at the assistant professor rank: 27.7 percent vs. 29.2 percent; and higher in the 1996-97 study; 28.6 percent vs 23.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Enterprise Management and Operation, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 5.8 percent (8/137) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 4.8 percent (3/63) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Enterprise Management and Operation, General was reported in 10 of the 327 private institutions. The average salary of the 43 faculty was $50,059, an average salary 10.5 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 11 of the same 327 private institutions reported Enterprise Management and Operation, General . The average salary of the 34 faculty was $67,238, an average salary 35.1 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Enterprise Management and Operation, General in the private institutions studied was 34.3 percent ($67,238 minus $50,059 equals $17,179). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Enterprise Management and Operation, General over the three-year time period, is 25.7 percent or 8.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Enterprise Management and Operation, General (34.3%), the faculty in ALL MAJOR FIELDS increased their salaries 24.5 percent (34.3% minus 9.8% equals 24.5%) less than faculty in Enterprise Management and Operation, General.

For the 1993-94 study in the discipline/major field of Enterprise Management and Operation, General, the faculty mix percentage at the professor rank in comparison to the assistant professor rank is virtually the same (18.6). In the 1996-97 study it was higher 29.4 percent vs. 38.2 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Enterprise Management and Operation, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 2.3 percent (1/43) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 8.8 percent (3/34) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Enterprise Management and Operation, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 277 (.1%) faculty in the discipline/major field of Enterprise Management and Operation, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Enterprise Management and Operation, General in 1993-94 were 12 percent and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Enterprise Management and Operation, General in 1996-97 were 11 percent below and 35 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Enterprise Management and Operation, General in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In the private institutions the annual average salary increase was 8.6 percent above the cost-of-living.

Third, in the 1996-97 public and private studies in Enterprise Management and Operation, General, the professor rank FAC MIX PCTs were higher than those for the assistant professor rank; and in the 1993-94 public study it was lower. However, in the 1993-94 private study the professor FAC MIX PCTs was virtually the same as the assistant professor rank. .

Finally, the hiring rate of new assistant professors in Enterprise Management and Operation, General in the 1993-94 and 1996-97 public studies and in the 1996-97 private study it was higher than the hiring rate of ALL MAJOR FIELDS; however in the 1993-94 private study it was lower.

Because a significant data base of average faculty salaries in the academic discipline/major field of Enterprise Management and Operation, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

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University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)

Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

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Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES AND LITERATURES FOR THE YEARS
1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Foreign Languages and Literature. The CIP defines the discipline/major field of Foreign Languages and Literature as,

> A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 99--16).]

This article summarizes the overall average salary increases in the discipline/major field of Foreign Languages and Literature for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Foreign Languages and

Literatures for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.8 for associate professors of Foreign Languages and Literatures in the 1993-94 public study means that 29.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Foreign Languages and Literatures in the 1993-94 public study means that their average salary is four percent less than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Foreign Languages and Literatures with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
	DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																	
PUBLIC, 1993-94:																		
AVERAGE SALARY:	55862	653	170	43098	687	175	34093	704	190	31852	101	65	26385	262	92	42064	2306	214
FAC MIX PCT:	28.3%			29.8%			30.5%			4.4%			11.4%			100.0%		
SALARY FACTOR:	0.98			0.96			0.92			0.89			0.95			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
	DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																	
PUBLIC, 1996-97:																		
AVERAGE SALARY:	59426	634	168	45370	726	184	36599	693	183	34467	119	80	27166	203	77	44988	2256	216
FAC MIX PCT:	28.1%			32.2%			30.7%			5.3%			9.0%			100.0%		
SALARY FACTOR:	0.97			0.93			0.92			0.91			0.90			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
	DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																	
PRIVATE, 1993-94:																		
AVERAGE SALARY:	53876	444	169	41512	464	170	33942	511	192	30452	67	53	27559	160	84	41125	1579	261
FAC MIX PCT:	28.1%			29.4%			32.4%			4.2%			10.1%			100.0%		
SALARY FACTOR:	0.93			0.95			0.94			0.90			0.96			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
	DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																	
PRIVATE, 1996-97:																		
AVERAGE SALARY:	60250	453	169	45359	498	179	37249	500	189	34081	86	61	29961	131	69	45785	1582	258
FAC MIX PCT:	28.6%			31.5%			31.6%			5.4%			8.3%			100.0%		
SALARY FACTOR:	0.95			0.96			0.95			0.93			0.94			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Foreign Languages and Literatures was reported in 214 of the 248 public institutions. The average salary of the 2,306 faculty was $42,064. This average salary was approximately 8.5 percent lower than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Foreign Languages and Literatures was reported in 216 of the same 248 public institutions. The average salary of the 2,256 faculty was $44,988. This average salary was approximately 10.0 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Foreign Languages and Literatures in the public institutions studied was 7.0 percent ($44,988 minus $42,064 equals $2,924). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Foreign Languages and Literatures average faculty salaries over the three-year period was 1.6 percent of .5 percent last year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Foreign Languages and Literatures (7.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.2 percent more than the faculty in the discipline/major field of Foreign Languages and Literatures.

In the 1993-94 study the faculty mix percentage in Foreign Languages and Literatures is lower at the professor rank than at the assistant professor rank: 28.3 percent vs. 30.5 percent; in the 1996-97 study it is 28.1 percent vs. 30.7 percent. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Foreign Languages and Literatures in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.4 percent (101/2,306) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.3 percent (119/2,256) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Foreign Languages and Literatures was reported in 261 of the 327 private institutions. The average salary of the 1,579 faculty was $41,125, an average salary 7.2 percent lower than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 258 of the same 327 private institutions reported Foreign Languages and Literatures. The average salary of the 1,582 faculty was $45,785, an average salary 7.1 percent lower than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Foreign Languages and Literatures in the private institutions studied was 11.3 percent ($45,785 minus $41,125 equals $4,660). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Foreign Languages and Literatures over the three-year time period, is 2.7 percent or .9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Foreign Languages and Literatures (11.3%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5 percent (11.3% minus 9.8% equals 1.5%) less than faculty in Foreign Languages and Literatures.

For both studies in the discipline/major field of Foreign Languages and Literatures, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 28.1 percent vs. 32.4 percent (1993-94); and 28.6 percent vs 31.6 percent, (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Foreign Languages and Literatures was the same as the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 4.2 percent (67/1,579) vs. 4.2 percent (1,491/35,438) and higher in the 1996-97 private study: 5.4 percent (86/1,582) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Foreign Languages and Literatures and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,723 (3.5%) faculty in the discipline/major field of Foreign Languages and Literatures participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Foreign Languages and Literatures 1993-94 were eight percent and nine percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Foreign Languages and Literatures in 1996-97 were nine percent and eight percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Foreign Languages and Literatures in the public institutions received an average annual salary increase of 1.1 percent above the cost-of-living. In the private institutions the annual average salary increase was .2 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Foreign Languages and Literatures, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Foreign Languages and Literatures is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Foreign Languages and Literatures in the 1993-94 and 1996-97 public studies and in the 1993-94 private study were lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1996-97 private study it was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Foreign Languages and Literatures has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

BEST COPY AVAILABLE

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Geography. The CIP defines the discipline/major field of Geography as,

> An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies and analyses of specific countries, regions and resources.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 146--45.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Geography for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Geography for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.4 for associate professors of Geography in the 1993-94 public study means that 29.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of Geography in the 1993-94 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Geography with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY:	56309	297	100	43851	216	93	35737	196	88	34767	33	28	29648	26	23	46219	735	125
FAC MIX PCT:	40.4%			29.4%			26.7%			4.5%			3.5%			100.0%		
SALARY FACTOR:	0.99			0.97			0.96			0.98			1.06			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY:	60276	268	96	46912	230	93	38365	214	95	36550	43	29	27555	13	10	48982	725	124
FAC MIX PCT:	37.0%			31.7%			29.5%			5.9%			1.8%			100.0%		
SALARY FACTOR:	0.98			0.96			0.96			0.96			0.91			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY:	55453	35	18	43033	19	10	35328	22	11	34125	4	4	28030	1	1	46282	77	25
FAC MIX PCT:	45.5%			24.7%			28.6%			5.2%			1.3%			100.0%		
SALARY FACTOR:	0.96			0.99			0.98			1.01			0.98			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: Geography											
AVERAGE SALARY:	61121	33	16	51997	18	9	39219	26	12	38500	4	3	31963	2	2	51096	79	23
FAC MIX PCT:	41.8%			22.8%			32.9%			5.1%			2.5%			100.0%		
SALARY FACTOR:	0.96			1.10			1.00			1.05			1.00			1.03		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Geography was reported in 125 of the 248 public institutions. The average salary of the 735 faculty was $46,219. This average salary was approximately 1.3 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Geography was reported in 124 of the same 248 public institutions. The average salary of the 725 faculty was $48,982. This average salary was approximately .8 percent lower than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Geography in the public institutions studied was 6.0 percent ($48,982 minus $46,219 equals $2,763). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Geography average faculty salaries over the three-year period by 2.6 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Geography (6.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent more than the faculty in the discipline/major field of Geography.

In the 1993-94 study the faculty mix percentage in Geography is higher at the professor rank than at the assistant professor rank: 40.4 percent vs. 26.7 percent; and higher in the 1996-97 study, it is 37.0 percent vs. 29.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4

percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Geography in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1993-94, 4.5 percent (33/735) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 5.9 percent (43/725) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Geography was reported in 25 of the 327 private institutions. The average salary of the 77 faculty was $46,282, an average salary 2.2 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 23 of the same 327 private institutions reported Geography . The average salary of the 79 faculty was $51,096, an average salary 4.2 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Geography in the private institutions studied was 10.4 percent ($51,096 minus $46,282 equals $4,814). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Geography over the three-year time period, is 1.8 percent or .6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Geography (10.4%), the faculty in ALL MAJOR FIELDS increased their salaries 2.1 percent (10.4% minus 8.3% equals 2.1%) less than faculty in Geography.

For the discipline/major field of Geography the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 45.5 percent vs. 28.6 percent (1993-94); and in 1996-97 it is higher: 41.8 percent vs 32.9 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Geography was higher than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 5.2 percent (4/77) vs. 4.2 percent (1,491/35,438) and was higher in the 1996-97 private study: 5.1 percent (4/79) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Geography and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,616 (.7%) faculty in the discipline/major field of Geography participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Geography in 1993-94 were one percent and two percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Geography in

1996-97 were one percent lower and four percent higher than the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Geography in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was .6 percent above the cost-of-living.

Third, in both the 1993-94 public and 1996-97 public and private studies in Geography , the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Geography is well established in the academy.

Finally, the hiring rate of new assistant professors in Geography in both the 1993-94 and 1996-97 public studies was higher than the hiring rate of ALL MAJOR FIELDS; and the hiring rate for new assistant professors in the 1993-94 and 1996-97 private studies was also higher in ALL MAJOR FIELDS as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Geography has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

ARCHITECTURE AND RELATED PROGRAMS

AREA, ETHNIC, AND CULTURAL STUDIES

ART, GENERAL

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SERVICES

COUNSELOR EDUCATION STUDENT COUNSELING AND GUIDANCE

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL

EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

ENTERPRISE MANAGEMENT AND OPERATION, GENERAL

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MARKETING MANAGEMENT AND RESEARCH

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R. N. TRAINING)

OCCUPATIONAL THERAPY

PARKS, RECREATION, LEISURE, & FITNESS STUDIES

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICAL THERAPY

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

PUBLIC HEALTH, GENERAL

READING TEACHER EDUCATION

SOCIAL SCIENCES, GENERAL

SOCIAL WORK

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN GEOLOGY FOR THE YEARS 1993-94 AND 1996-97

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1996-97: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Geology. The CIP defines the discipline/major field of Geology as,

> An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids, liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 131--40.0601).]

This article summarizes the overall average salary increases in the discipline/major field of Geology for both public and private institutions from the "baseline year" of 1993-94 to and including the "trend year" of 1996-97. Of the 307 institutions which participated in CUPA's PUBLIC study of 1993-94, 248 also participated in 1996-97. Data from those same 248 institutions were used in both the baseline year and the trend year. Of the 490 institutions which participated in CUPA's PRIVATE study of 1993-94, 327 also participated in 1996-97. Data from those same 327 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Geology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1993-94 and 1996-97).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.0 for associate professors of Geology in the 1993-94 public study means that 27.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1996-97, PRIVATE 1993-94 and PRIVATE 1996-97. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of Geology in the 1993-94 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1993-94 or 1996-97). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Geology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1996-97 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1993-94:							DISCIPLINE: PHYSICAL SCIENCE MAJOR FIELD: Geology											
AVERAGE SALARY:	57488	399	105	44012	213	96	35714	174	85	34491	26	23	27471	4	4	48907	790	127
FAC MIX PCT:	50.5%			27.0%			22.0%			3.3%			0.5%			100.0%		
SALARY FACTOR:	1.01			0.98			0.96			0.97			0.99			1.07		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	56883	25472		45101	21772		37168	21820		35603	3055		27885	5059		45639	74123	248
FAC MIX PCT:	34.4%			29.4%			29.4%			4.1%			6.8%			100.0%		
PUBLIC, 1996-97:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Geology											
AVERAGE SALARY:	61200	385	102	46522	208	92	38522	165	76	36929	37	31	26625	16	15	51706	774	126
FAC MIX PCT:	49.7%			26.9%			21.3%			4.8%			2.1%			100.0%		
SALARY FACTOR:	0.99			0.96			0.97			0.97			0.88			1.05		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	61544	25352		48681	22668		39882	21093		38020	3394		30234	4866		49367	73979	248
FAC MIX PCT:	34.3%			30.6%			28.5%			4.6%			6.6%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Geology											
AVERAGE SALARY:	66234	141	41	48865	61	33	37379	50	33	34938	8	7	31010	3	3	56007	255	57
FAC MIX PCT:	55.3%			23.9%			19.6%			3.1%			1.2%			100.0%		
SALARY FACTOR:	1.14			1.12			1.03			1.03			1.08			1.24		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57885	11849		43655	10661		36230	11025		33925	1491		28720	1903		45301	35438	327
FAC MIX PCT:	33.4%			30.1%			31.1%			4.2%			5.4%			100.0%		
PRIVATE, 1996-97:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Geology											
AVERAGE SALARY:	73675	132	39	51471	56	35	41677	50	30	35587	9	9	32841	3	3	61369	241	56
FAC MIX PCT:	54.8%			23.2%			20.7%			3.7%			1.2%			100.0%		
SALARY FACTOR:	1.16			1.09			1.06			0.97			1.03			1.23		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	63553	12422		47422	11242		39143	10902		36709	1695		31814	1648		49753	36214	327
FAC MIX PCT:	34.3%			31.0%			30.1%			4.7%			4.6%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1993-94 AND 1996-97

In the PUBLIC 1993-94 study in the above table, the discipline/major field of Geology was reported in 127 of the 248 public institutions. The average salary of the 790 faculty was $48,907. This average salary was approximately 7.2 percent higher than the average salary of $45,639 for all 74,123 faculty in ALL MAJOR FIELDS in the same 1993-94 public study.

For the PUBLIC 1996-97 salary study in the above table, Geology was reported in 126 of the same 248 public institutions. The average salary of the 774 faculty was $51,706. This average salary was approximately 4.7 percent higher than the average salary of $49,367 for all 73,979 faculty in ALL MAJOR FIELDS in the 1996-97 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Geology in the public institutions studied was 5.7 percent ($51,706 minus $48,907 equals $2,799). The CPI of increase cost-of-living between October 1993 and October 1996 was 8.6 percent. In comparison, with the CPI, there was a relative increase in Geology average faculty salaries over the three-year period by 2.9 percent or an average of 1.0 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 8.2 percent ($49,367 minus $45,639 equals $3,728). In comparison to the discipline/major field of Geology (5.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.5 percent more than the faculty in the discipline/major field of Geology.

In the 1993-94 study the faculty mix percentage in Geology is higher at the professor rank than at the assistant professor rank: 50.5 percent vs. 22.0 percent; and higher in the 1996-97 study; 49.7 percent vs 21.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.4 percent vs 29.4 percent (1993-94) and 34.3 percent vs 28.5 percent (1996-97).

Finally, the hiring rate of new assistant professors in Geology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1993-94, 3.3 percent (26/790) vs 4.1 percent (3,055/74,123) and higher in 1996-97, 4.8 percent (37/774) vs. 4.6 percent (3,394/73,979).

RESULTS OF THE TWO PRIVATE STUDIES: 1993-94 AND 1996-97

The PRIVATE 1993-94 salary study in the above table indicates that the discipline/major field of Geology was reported in 57 of the 327 private institutions. The average salary of the 255 faculty was $56,007, an average salary 13.5 percent higher than the average salary of $45,301 for all 35,438 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

In the PRIVATE 1996-97 salary study in the above table, 56 of the same 327 private institutions reported Geology. The average salary of the 241 faculty was $61,369, an average salary 23.3 percent higher than the average salary of $49,753 for all 36,214 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

The three-year increase in average salaries for all faculty in Geology in the private institutions studied was 9.6 percent ($61,369 minus $56,007 equals $5,362). The CPI increased cost-of-living between October 1993 and October 1996 was 8.6 percent. A more realistic increase, therefore, in the average faculty salaries of Geology over the three-year time period, is 1.0 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.8 percent ($49,753 minus $45,301 equals $4,452). In comparison to Geology (9.6%), the faculty in ALL MAJOR FIELDS increased their salaries .2 percent (9.8% minus 9.6% equals .2%) more than faculty in Geology.

For both studies in the discipline/major field of Geology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 55.3 percent vs. 19.6 percent

(1993-94); and 54.8 percent vs 20.7 percent (1996-97). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.4 percent vs. 31.1 percent (1993-94) and 34.3 percent vs. 30.1 percent (1996-97).

Finally, the hiring rate for new assistant professors in Geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1993-94 private study: 3.1 percent (8/255) vs. 4.2 percent (1,491/35,438) and lower in the 1996-97 private study: 3.7 percent (9/241) vs. 4.7 percent (1,695/36,214).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Geology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1993-94 through the "trend year" of 1996-97. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,060 (.9%) faculty in the discipline/major field of Geology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 219,754 participating faculty. The same 248 public institutions and the same 327 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Geology in 1993-94 were three percent and 24 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Geology in 1996-97 were five percent below and 23 percent above the average salary factors for all ranks in

ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1996 CPI reflects an 8.6 percent increase over the October 1993 CPI and indicates that the faculty in Geology in the public institutions received an average annual salary increase of 1.0 percent below the cost-of-living. In the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in both the 1993-94 and 1996-97 public and private studies in Geology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Geology is well established in the academy.

Finally, the hiring rate of new assistant professors in Geology in the 1993-94 public study and in the 1993-94 and 1996-97 private studies was lower than the hiring rate of ALL MAJOR FIELDS. The hiring rate of new assistant professors in Geology in the 1996-97 public study was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Geology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
ART, GENERAL
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
BUSINESS MANAGERIAL ECONOMICS
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SERVICES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA/TECHNICIAN
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R. N. TRAINING)
OCCUPATIONAL THERAPY
PARKS, RECREATION, LEISURE, & FITNESS STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICAL THERAPY
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
PUBLIC HEALTH, GENERAL
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Alabama Agriculture and Mechanical University (AL)
Alcorn State University (MS)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong Atlantic State University (GA)
Auburn University at Montgomery (AL)
Augusta State University (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University-Bakersfield (CA)
California State University-Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Coastal Carolina University (SC)
College of William and Mary (VA)
Columbus State University (GA)
Dakota State University (SD)
Delta State University (MS)
East Carolina University (NC)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University Main Campus (MN)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Ferris State University (MI)
Fitchburg State College (MD)
Florida International University (FL)
Fort Hayes State University (KS)
Francis Marion University (SC)
Georgia College & State University (GA)
Georgia Institute of Technology (GA)
Georgia Southern University (GA)
Georgia Southwestern State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University at South Bend (IN)
Indiana University Northwest (IN)
Indiana University of Pennsylvania (PA)
Indiana University-Purdue University at Fort Wayne (IN)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University Main Campus (OH)
Kentucky State University (KY)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander University (SC)
Langston University (OK)
Lincoln University (MO)
Lock Haven University of Pennsylvania (PA)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Miami University-Oxford (OH)
Michigan Technological University (MI)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MD)
Missouri Western State College (MO)
Montana State University Billings (MT)
Montana Tech of the University of Montana (MT)
Monclair State University (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Murray State University (KY)
New Mexico Highland University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern Illinois University (IL)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
San Jose State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Polytechnic University (GA)
Southern University and Agricultural and Mechanical College (LA)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
State University of New York at Albany (NY)
State University of New York at Binghamton (NY)
State University of New York at Stony Brook (NY)
State University of New York College at Brockport (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
Sul Ross State University (TX)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A & M University at Commerce (TX)
Texas A & M University at Corpus Christi (TX)
Texas Tech University (TX)
Texas Woman's University (TX)
The College of New Jersey (NJ)
The Richard Stockton College of New Jersey (NJ)
The University of Akron (OH)
The University of Memphis (TN)
Towson State University (MD)
Troy State University (AL)
Truman State University (MO)
United States Naval Academy (MD)
University of Alabama in Huntsville (AL)
University of Arkansas at Little Rock (AR)
University of California Santa Cruz (CA)
University of Central Arkansas (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Maine (ME)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore (MD)
University of Maryland Baltimore County (MD)
University of Massachusetts Amherst (MA)
University of Massachusetts at Boston (MA)
University of Michigan-Dearborn (MI)
University of Minnesota-Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Pembroke (NC)
University of North Carolina at Wilmington (NC)
University of North Florida (FL)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico Humacao University College (PR)

University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of South Dakota (SD)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Main (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at El Paso (TX)
University of Texas at San Antonio (TX)
University of West Alabama (AL)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State University (GA)
Valley City State University (ND)
Virginia State University (VA)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Liberty State College (WV)
West Virginia University Institute of
Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon University (OR)
Western Washington University (WA)
Wichita State University (KS)
William Patterson College of New Jersey (NJ)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1993-94 and 1996-97

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertson College of Idaho (ID)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis De Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (GA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barber-Scotia College (NC)
Barnard College (NY)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (WV)
Bethel College (IN)
Bethel College (KS)
Bethel College (MN)
Biola University (CA)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau College (GA)
Briar Cliff College (IA)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Cardinal Stritch College (WI)
Case Western Reserve University (OH)
Catawba College (NC)
Catholic University of America (DC)
Cazenovia College (NY)
Cedar Crest College (PA)
Cedarville College (OH)
Central University (IA)
Chapman University (CA)
Christian Brothers University (TN)
Clarkson College (NE)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (MN)
Colorado Christian University (CO)
Columbia College (MO)
Columbia College (SC)
Columbia International University (SC)
Concordia College (Moorhead) (MN)
Concordia College (NE)
Concordia College (NY)
Concordia University Wisconsin (WI)
Cooper Union for the Advancement of Science and Art, The (NY)
Culver-Stockton College (MO)
D'Youville College (NY)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drexel University (PA)
Drury College (MO)
East Texas Baptist University (TX)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)

Edgewood College (WI)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Theological
Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College of Indiana (IN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb College (NC)
Georgetown College (KY)
Goldey Beacom College (DE)
Gordon College (MA)
Goshen College (IN)
Grand View College (IA)
Grinnell College (IA)
Guilford College (NC)
Gustavus Adolphus College (MN)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hastings College (NE)
Hendrix College (AR)
Hilbert College (NY)
Hiram College (OH)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Houston Baptist University (TX)
Husson College (ME)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Brown University (AR)
John Carroll University (OH)
John Hopkins University (MD)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lees-McRae College (NC)
LeTourneau College (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Livingstone College (NC)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (AR)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Manhattan College (NY)
Marymount University (VA)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Mount St. Clare College (IA)
Mount St. Mary's College (CA)
Mount Union College (OH)
Mulhenberg College (PA)
Neumann College (PA)
Newberry College (SC)
North Central College (IL)
North Park College and Theological Seminary (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College of the Assemblies of God (WA)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Oberlin College (OH)
Oglethorpe University (GA)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Christian College (CA)
Palm Beach Atlantic College (FL)
Pfeiffer College (NC)
Piedmont College (GA)
Pikeville College (KY)

BEST COPY AVAILABLE

Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Human Institute of Technology (IN)
Rosemont College (PA)
Sacred Heart Major Seminary (MI)
Sacred Heart University (CT)
Saint Francis College (IN)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint John's University (MN)
Saint Mary's College (MI)
Saint Mary's College (WA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Saint Peters's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Simpson College (IA)
Smith College (MA)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Andrews Presbyterian College (NC)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. John Fisher College (NY)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Stevens Institute of Technology (NJ)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Tabor College (KS)
Texas Christian University (TX)
Texas Wesleyan University (TX)
The Sage College (NY)
Thomas More College (KY)
Transylvania University (KY)
Trinity College of Vermont (VT)
Tulane University (LA)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (OH)
Union Theological Seminary in Virginia (VA)
Union University (TN)
United States International University (CA)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Detroit Mercy (MI)
University of Dubuque (IA)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of San Diego (CA)
University of San Francisco (CA)
University of Sioux Falls (SD)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of the Pacific (CA)
University of the South (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Utica College of Syracuse University (NY)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
Webster University (MO)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminister College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College (WV)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
William Woods University (MO)
Wilmington College (DE)
Wilmington College (OH)
Wingate College (NC)

Wisconsin Lutheran College (WI)
Wittenburg University (OH)
Woodbury University (CA)
Xavier University (OH)
York College of Pennsylvania (PA)